

DFAIT'S DEMOGRAPHIC PROFILE

MARCH 2000

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TO
DESTINATAIRE

FROM
EXPÉDITEUR

ADMs and DGs

MSL

REFERENCE
RÉFÉRENCE

SUBJECT
OBJET

Distribution of DFAIT's Demographic Profile

Security / Sécurité

UNCLASSIFIED

File / Dossier

Date

May 4, 2000

Number / Numéro

ENCLOSURES
PIÈCES JOINTES

X

DISTRIBUTION

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I am pleased to provide you with the first element of a Human Resources information kit which I hope will help you tackle the important HR challenges we face. This publication presents a demographic profile of each DFAIT employee group, arranged alphabetically. It includes information on years of service, age breakdown, expected retirement, and gender and linguistic distribution.

Next, we will produce and distribute an analysis of the data to measure its impact on issues of great concern to us all, including recruitment, retention, and promotion opportunities. This information should prove useful in our efforts to evaluate the current situation and plan for the future.

This publication will be made available in full colour on the Intranet as soon as the French-language version becomes available.

In the fall, we will present a comprehensive report on the human resources situation in the department.

Suzanne Laporte
Assistant Deputy Minister
Human Resources



TO
DESTINATAIRE

FROM
EXPÉDITEUR

SMA et DG

MSL

REFERENCE
RÉFÉRENCE

SUBJECT
OBJET

Distribution du Profil démographique du MAECI

Security / Sécurité
NON-CLASSIFIÉ
File / Dossier
Date
4 mai 2000
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ENCLOSURES
PIÈCES JOINTES

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DISTRIBUTION

USS
DMT

J'ai le plaisir de vous fournir la première partie d'une trousse d'information concernant les ressources humaines, qui, je l'espère, vous aidera à régler les importants problèmes auxquels nous devons faire face dans ce domaine. Cette publication présente, en ordre alphabétique, un profil démographique de chaque groupe d'employés du MAECI. Elle comporte des renseignements sur les années de service, les départs à la retraite prévus et la répartition des employés en fonction de leur sexe, de leur langue et de leur âge.

Dans un deuxième temps, nous produirons et distribuerons une analyse de ces données en vue de mesurer leur incidence sur des questions qui nous préoccupent tous au premier chef, notamment le recrutement, le maintien de l'effectif et les possibilités d'avancement. Ces renseignements devraient nous être utiles à l'heure où nous nous efforçons d'évaluer la situation et de planifier l'avenir.

Cette publication en couleur sera diffusée dans l'intranet aussitôt que la version française sera disponible.

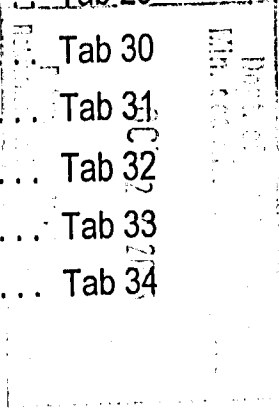
À l'automne, nous présenterons un rapport exhaustif sur la situation des ressources humaines au Ministère.

La sous-ministre adjointe,
Ressources humaines

Suzanne Laporte

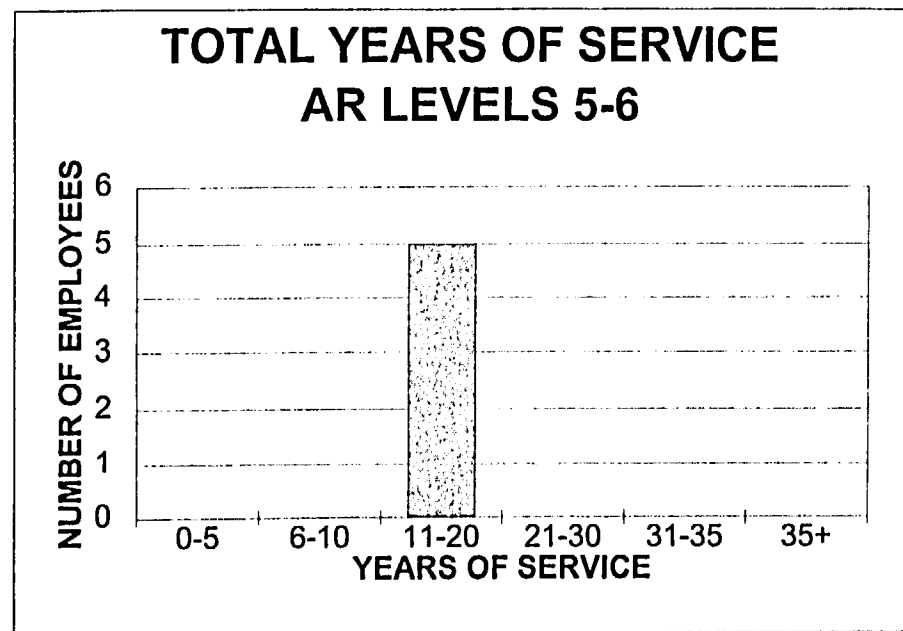
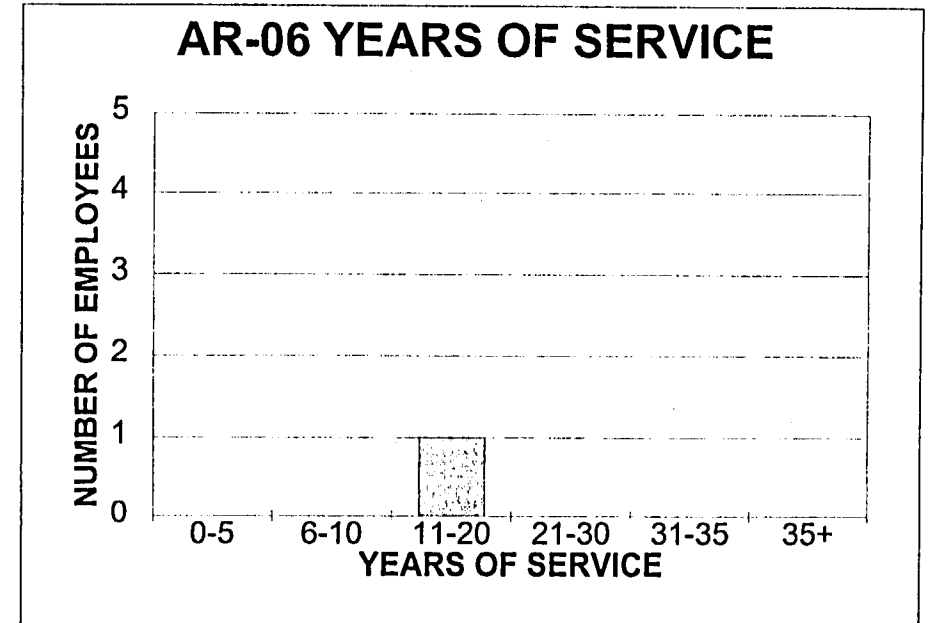
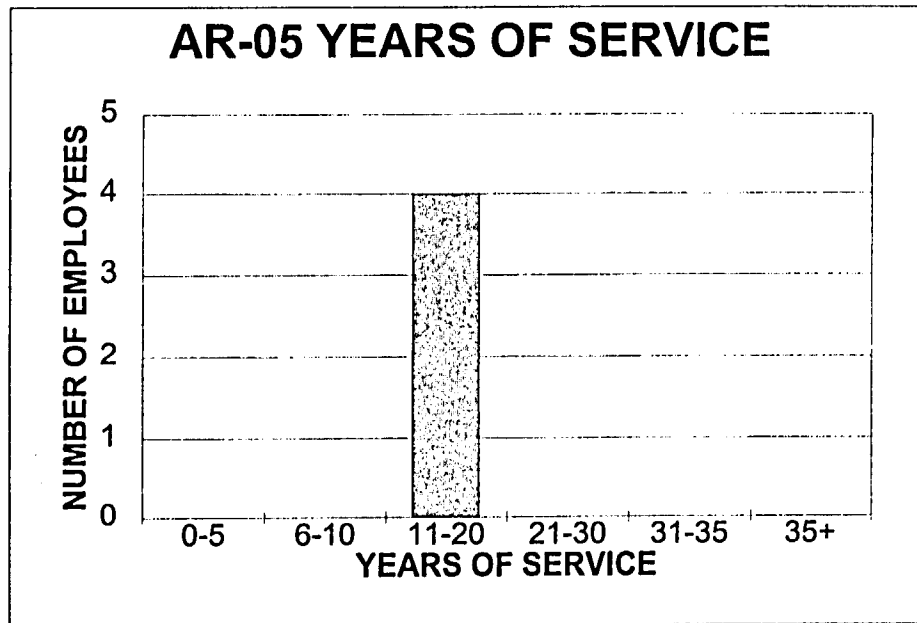
DFAIT'S DEMOGRAPHIC PROFILE

<u>GROUP</u>	<u>LOCATION</u>	<u>GROUP</u>	<u>LOCATION</u>
(AR) Architectural Personnel	Tab 1	(EX) Rotational Executive Personnel	Tab 18
(AS) Non-Rotational Administrative Personnel	Tab 2	(FI) Financial Administrative Personnel	Tab 19
(AS) Rotational Administrative Personnel	Tab 3	(FS) Rotational Foreign Service Personnel	Tab 20
(CO) Commerce Personnel	Tab 4	(GL) General Labour Personnel	Tab 21
(CR) Non-Rotational Clerical Personnel	Tab 5	(GS) General Services Personnel	Tab 22
(CR) Rotational Clerical Personnel	Tab 6	(GT) General Technical Personnel	Tab 23
(CS) Non-Rotational Computer Systems Personnel	Tab 7	(HR) Historical Research Personnel	Tab 24
(CS) Rotational Computer Systems Personnel ...	Tab 8	(IS) Information Services Personnel	Tab 25
(DA) Data Processing Personnel	Tab 9	(LS) Library Science Personnel	Tab 26
(DD) Drafting Personnel	Tab 10	(OCGIC) Order-in-Council Personnel	Tab 27
(ED) Educational Personnel	Tab 11	(OM) Organization & Methods Personnel	Tab 28
(EG) Engineering & Scientific Support Personnel ..	Tab 12	(PE) Personnel Administration	Tab 29
(EL) Non-Rotational Electronics Personnel	Tab 13	(PG) Purchasing & Supply Personnel	Tab 30
(EL) Rotational Electronics Personnel	Tab 14	(PM) Program Administration Personnel	Tab 31
(EN) Engineering & Land Survey Personnel	Tab 15	(SI) Social Science Personnel	Tab 32
(ES) Economics, Sociology, & Statistics Personnel	Tab 16	(STSCY) Non-Rotational Secretarial Personnel ...	Tab 33
(EX) Non-Rotational Executive Personnel	Tab 17	(STSCY) Rotational Secretarial Personnel	Tab 34



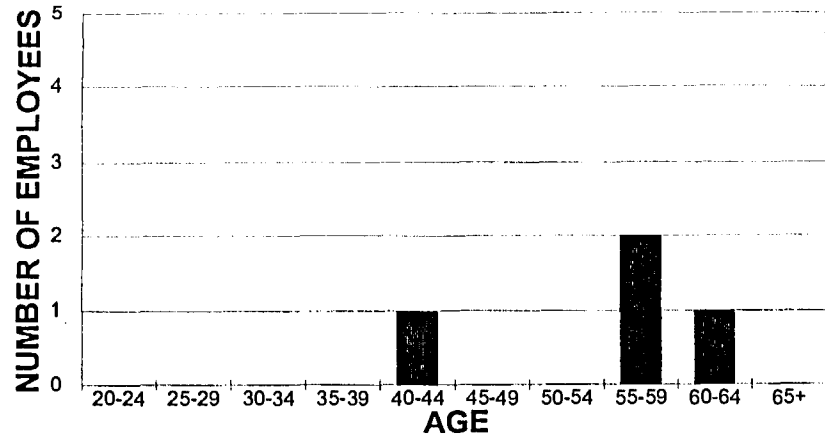
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NON-ROTATIONAL ARCHITECTURAL PERSONNEL (AR) LEVELS 5-6 YEARS OF SERVICE

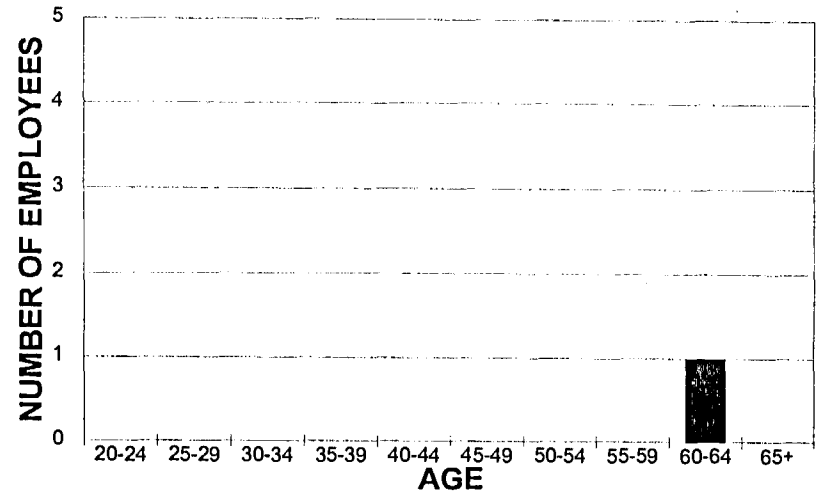


NON-ROTATIONAL ARCHITECTURAL PERSONNEL (AR) LEVELS 5-6 AGE BREAKDOWN

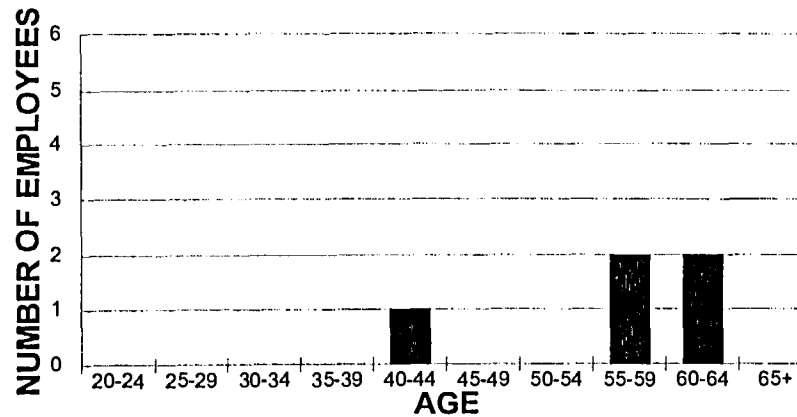
AR-05 AGE BREAKDOWN



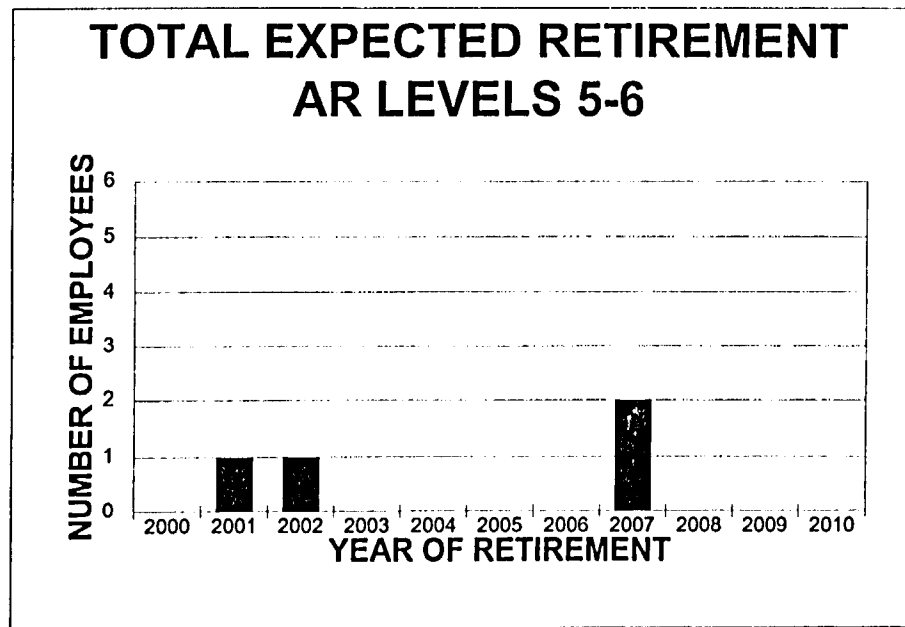
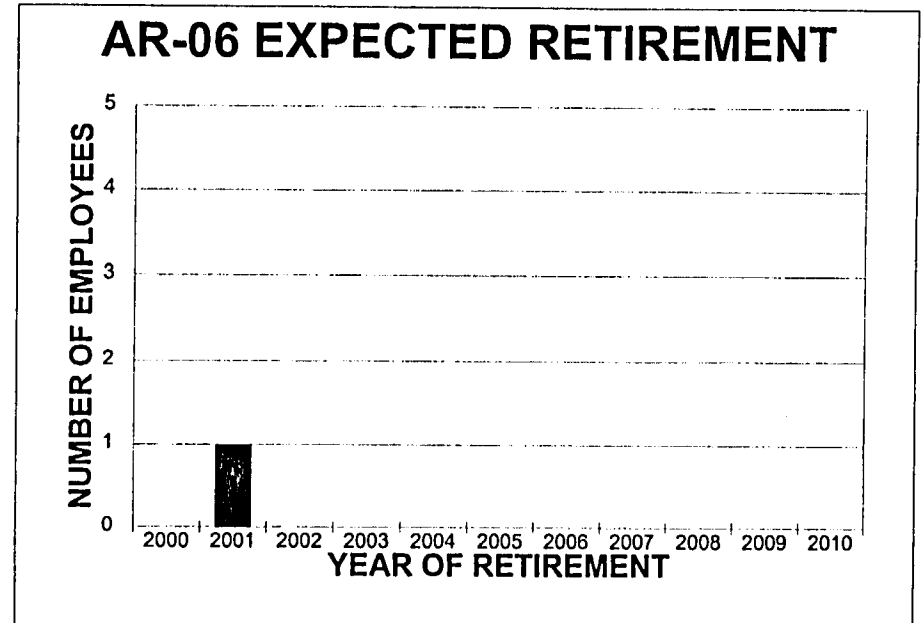
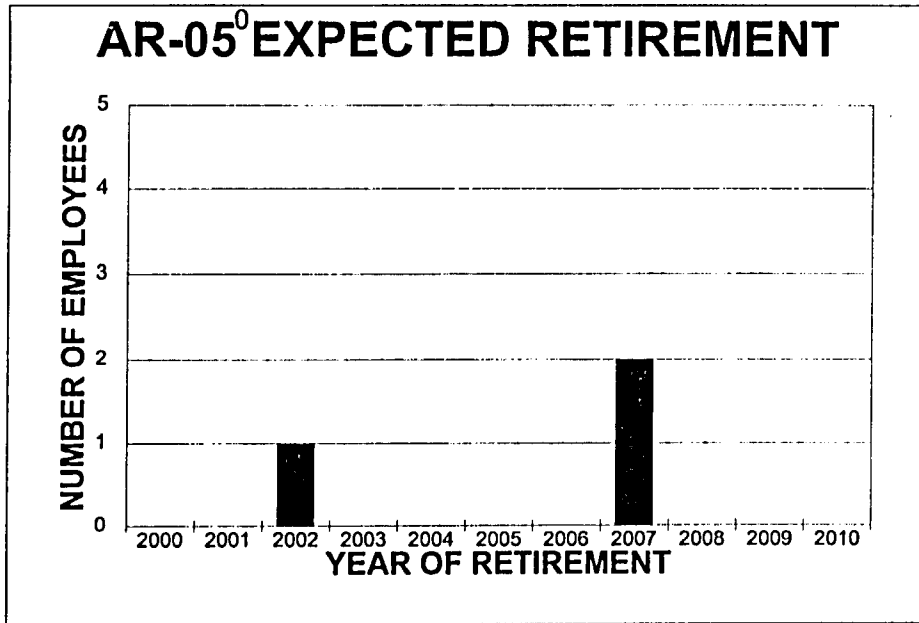
AR-06 AGE BREAKDOWN



TOTAL AGE BREAKDOWN AR LEVELS 5-6



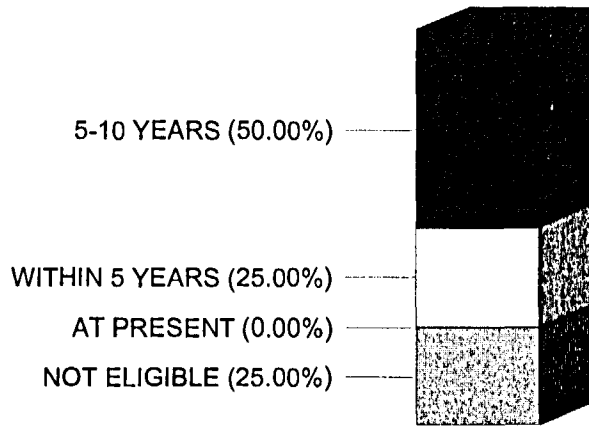
NON-ROTATIONAL ARCHITECTURAL PERSONNEL (AR) LEVELS 5-6 EXPECTED RETIREMENT*



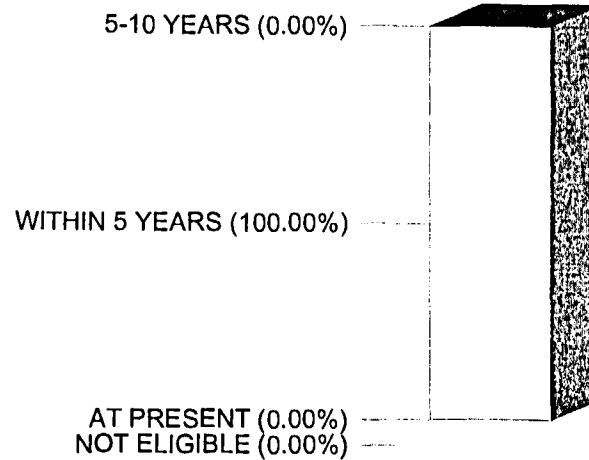
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL AR RETIREMENT POTENTIAL TIME RANGES*

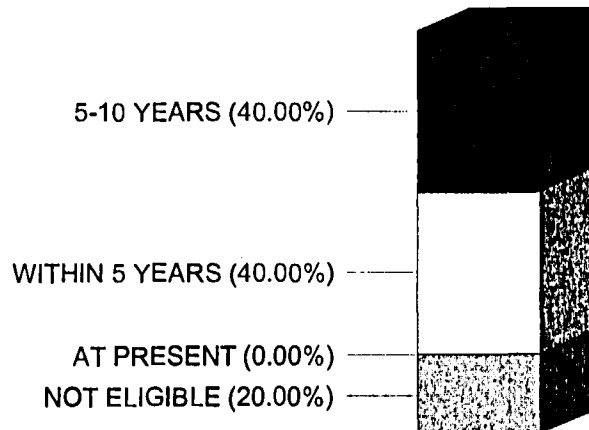
AR-05



AR-06



TOTAL

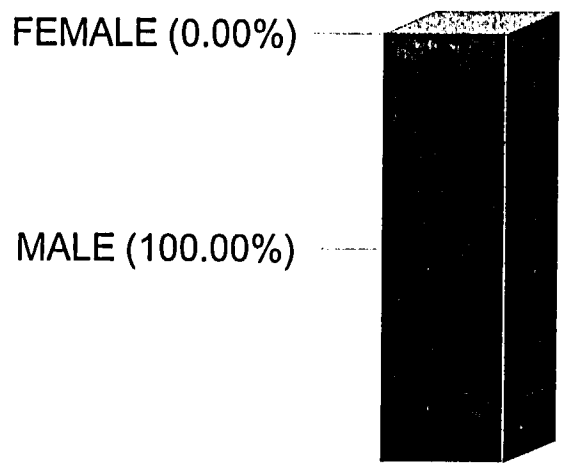
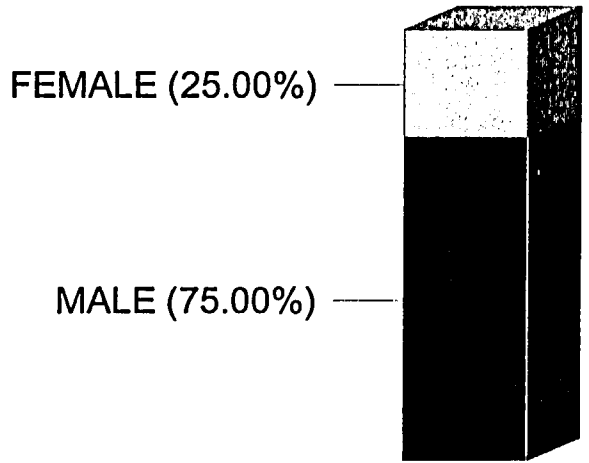


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

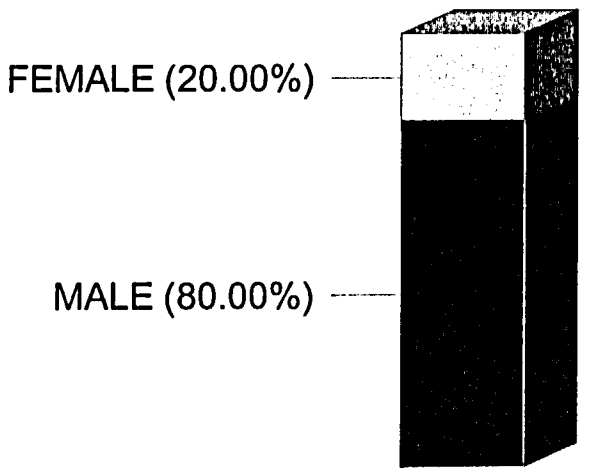
NON-ROTATIONAL AR GENDER DISTRIBUTION

AR-05

AR-06

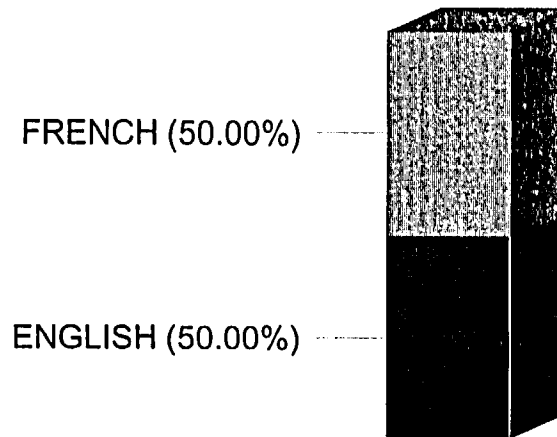


TOTAL

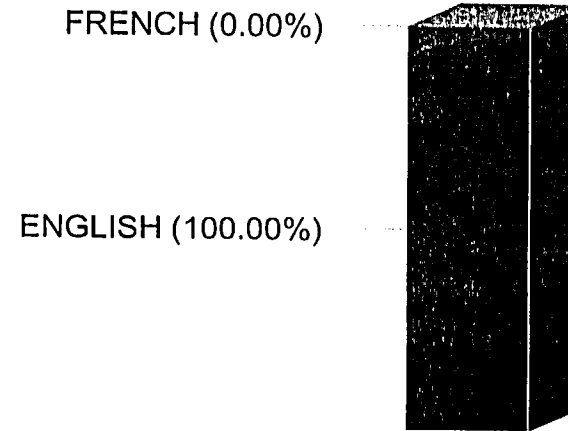


NON-ROTATIONAL AR LINGUISTIC DISTRIBUTION

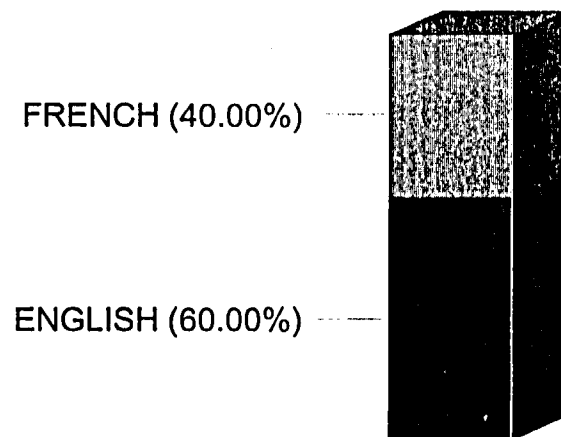
AR-05



AR-06



TOTAL



SUMMARY OF NON-ROTATIONAL ARCHITECTURAL PERSONNEL (AR) LEVELS 5-6

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
AR-05	2	2	4
AR-06	1	0	1
TOTAL	3	2	5

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
AR-05	0%	0%	0%	0%	25%	0%	0%	50%	25%	0%	4
AR-06	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	1
TOTAL	0%	0%	0%	0%	20%	0%	0%	40%	40%	0%	5

RETIREMENT POTENTIAL *

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 3 YEARS	5-10 YEARS	TOTAL
AR-05	25%	0%	25%	50%	4
AR-06	0%	0%	0%	0%	1
TOTAL	20%	0%	40%	40%	5

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
AR-05	0%	0%	100%	0%	0%	0%	4
AR-06	0%	0%	100%	0%	0%	0%	1
TOTAL	0%	0%	100%	0%	0%	0%	5

GENDER DISTRIBUTION

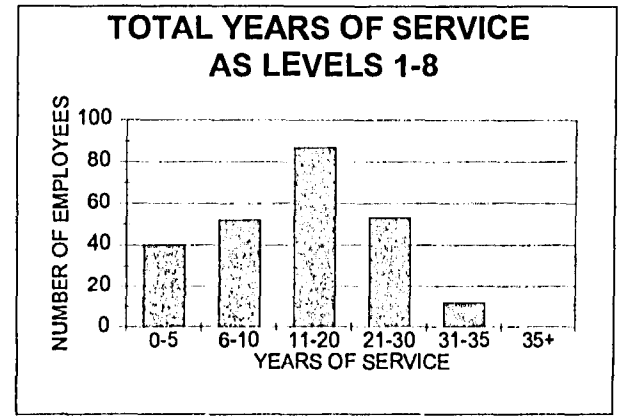
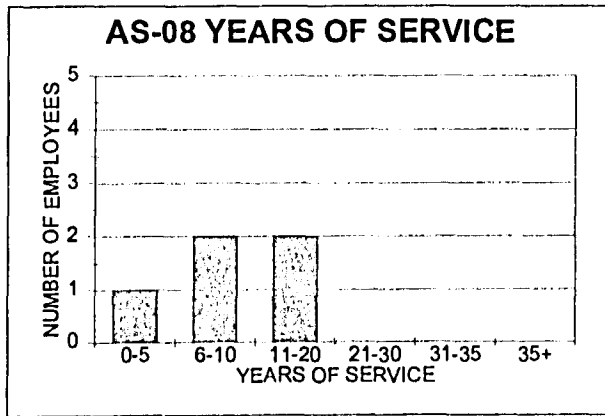
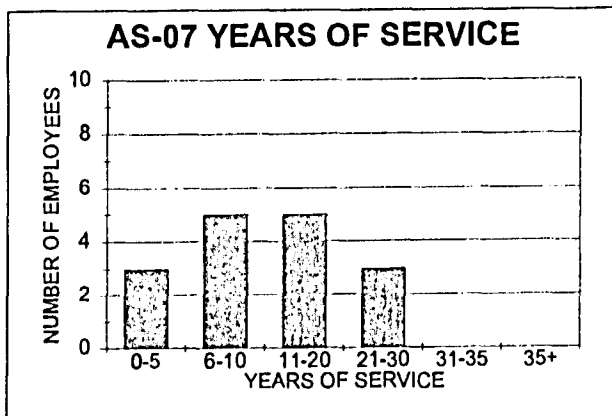
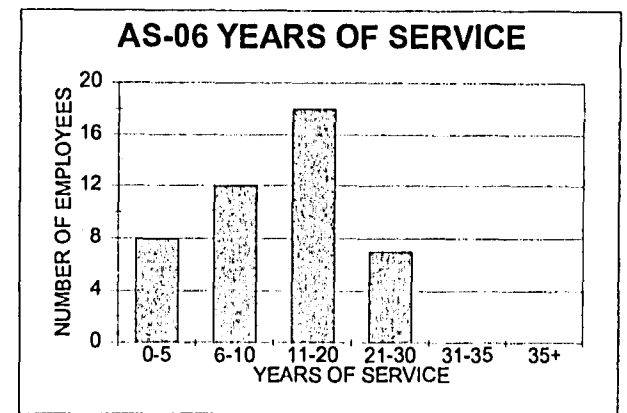
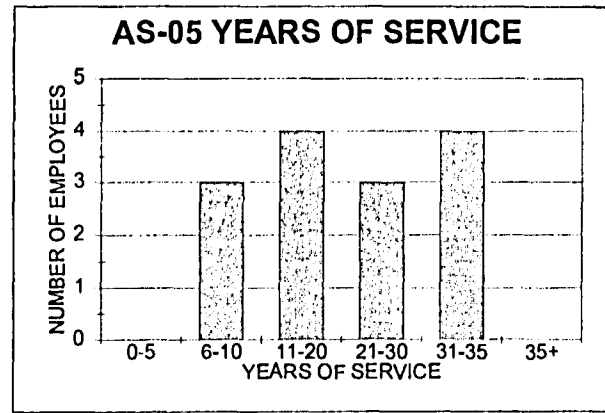
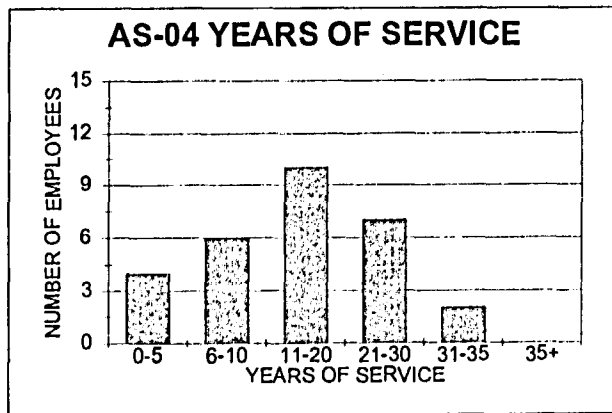
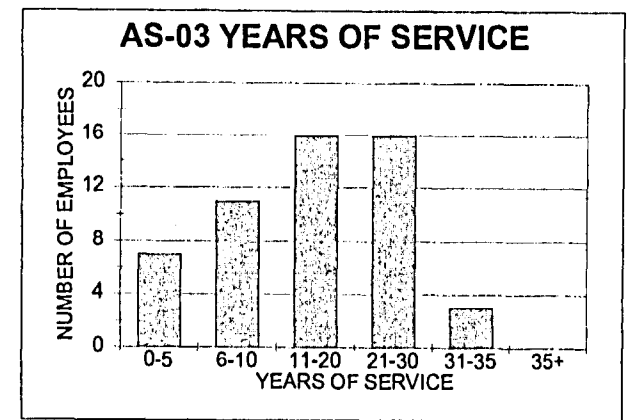
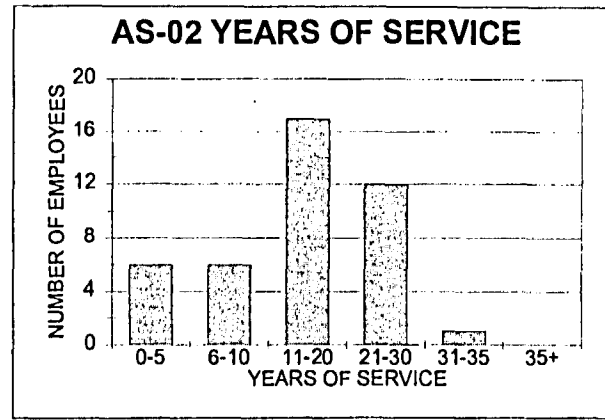
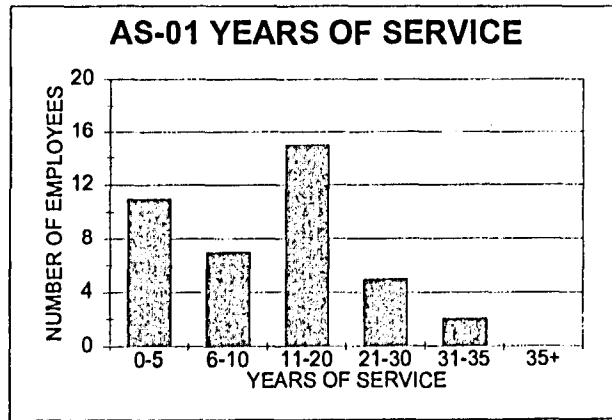
LEVEL	MALE	FEMALE	TOTAL
AR-05	3	1	4
AR-06	1	0	1
TOTAL	4	1	5

EXPECTED RETIREMENT BREAKDOWN*

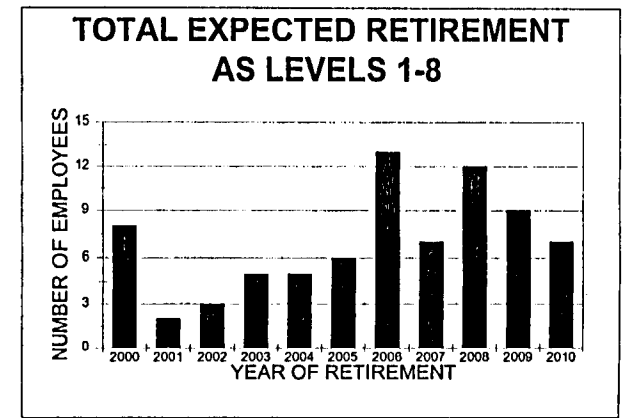
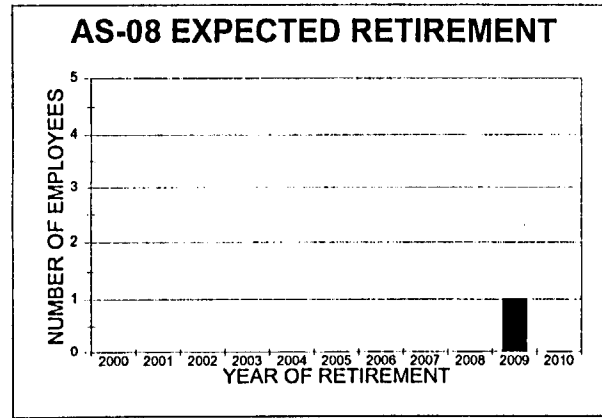
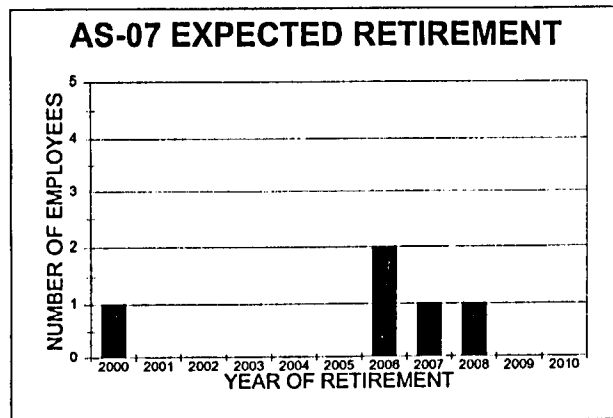
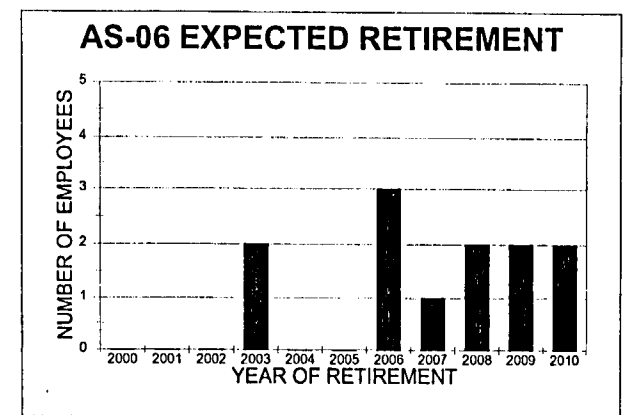
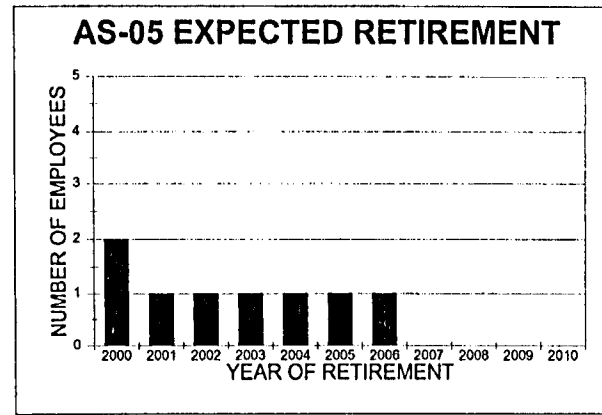
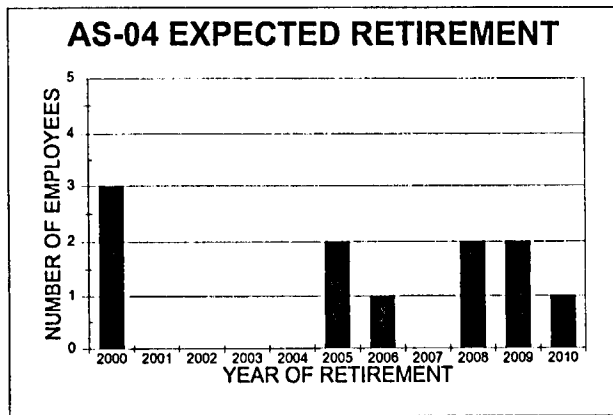
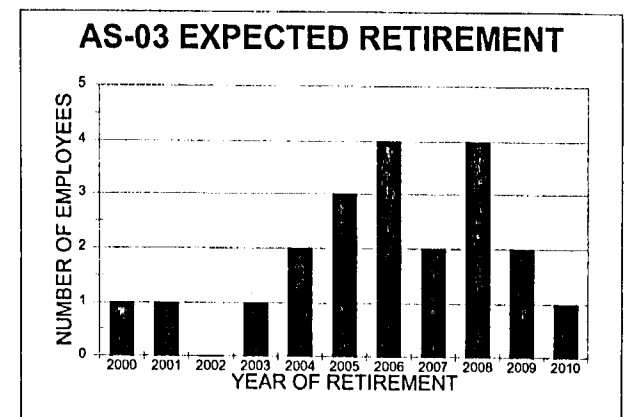
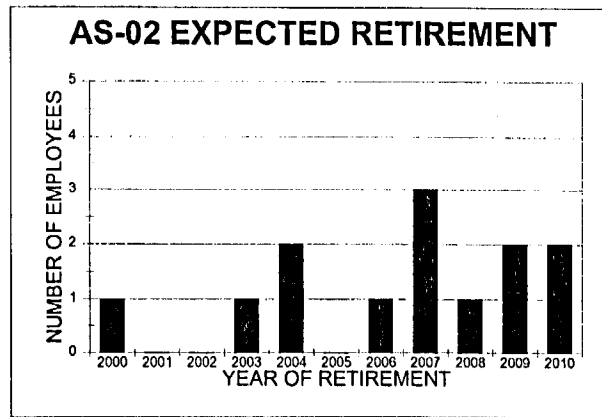
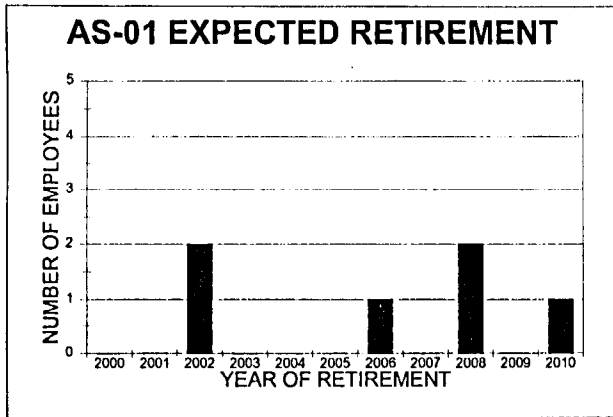
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
AR-05	0	0%	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	0	0%
AR-06	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	0	0%	1	20%	1	25%	0	0%	0	0%	0	0%	0	0%	2	67%	0	0%	0	0%	0	0%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL ADMINISTRATIVE PERSONNEL (AS) LEVELS 1-8 YEARS OF SERVICE

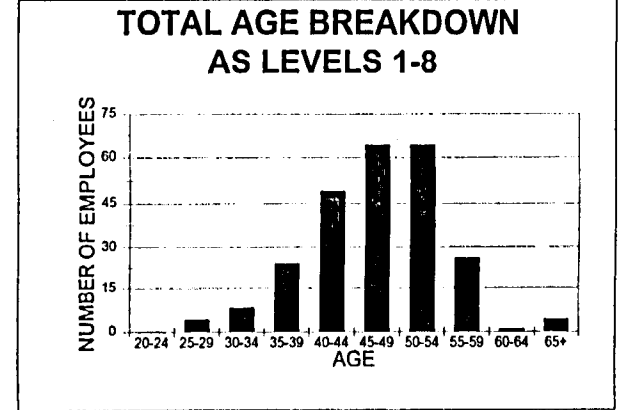
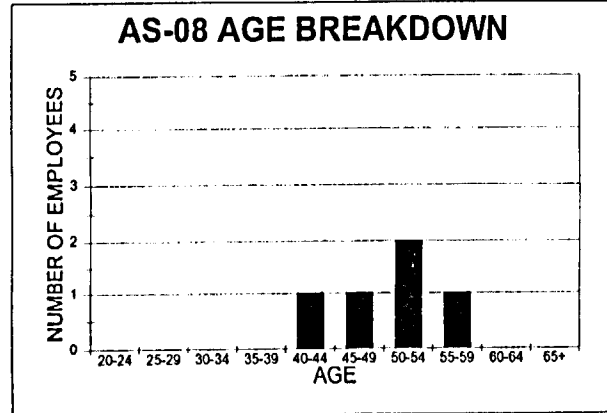
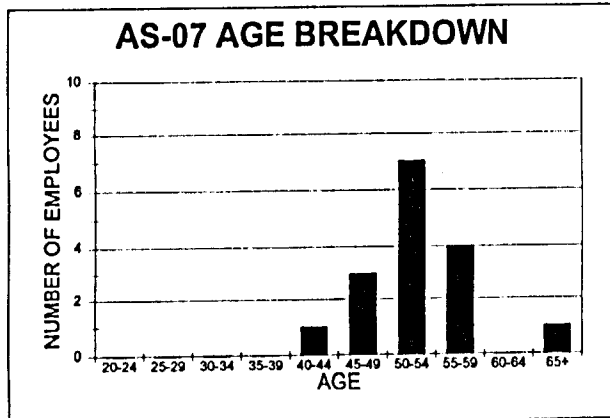
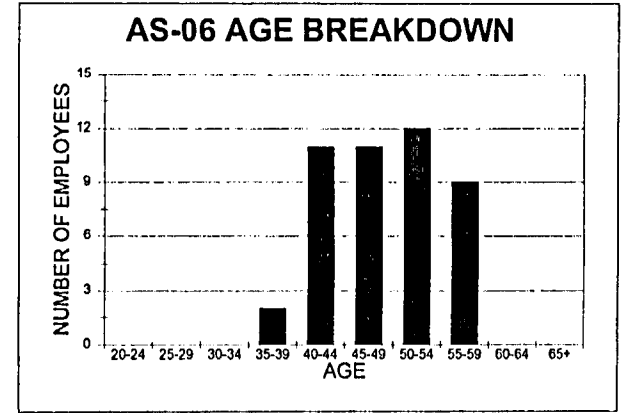
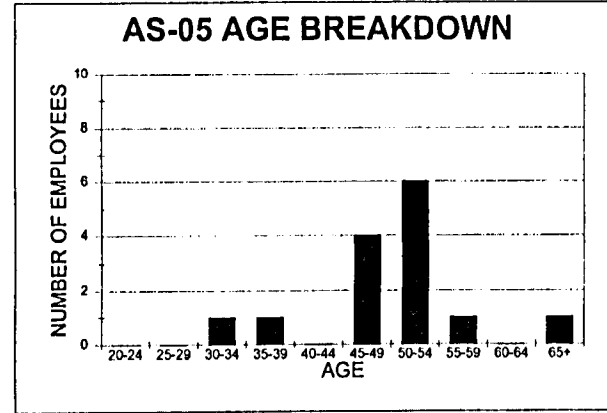
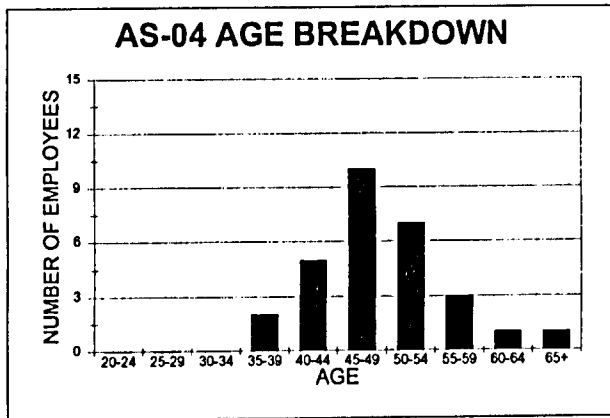
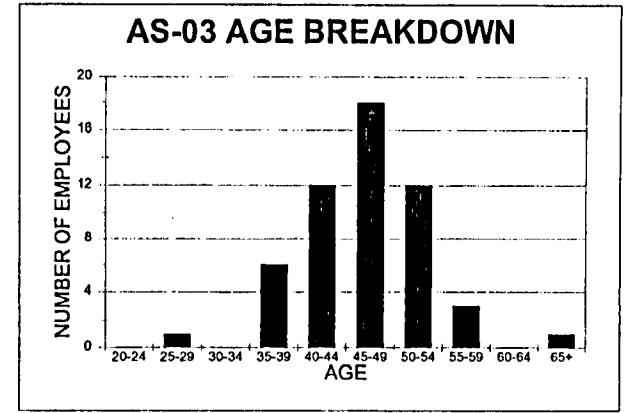
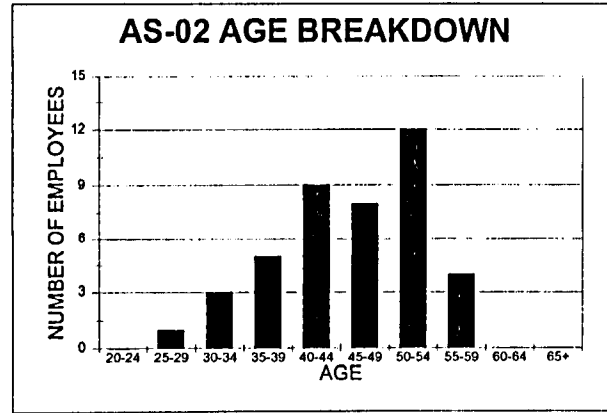
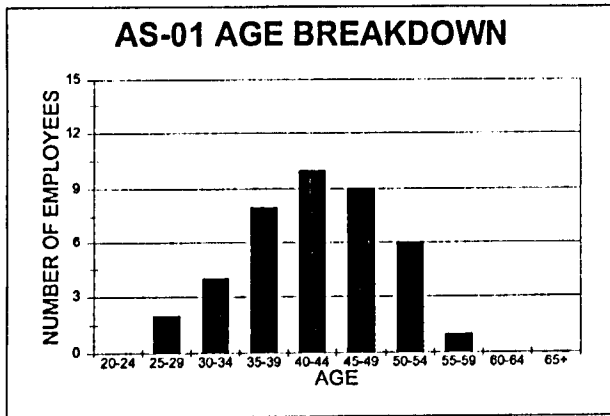


NON-ROTATIONAL ADMINISTRATIVE PERSONNEL (AS) LEVELS 1-8 EXPECTED RETIREMENT*

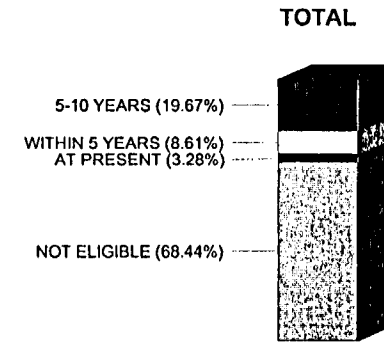
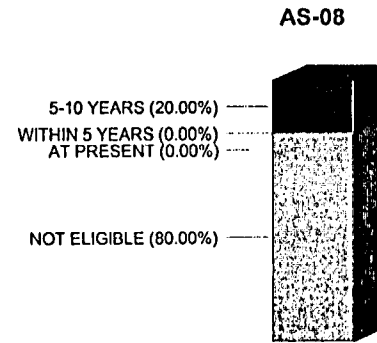
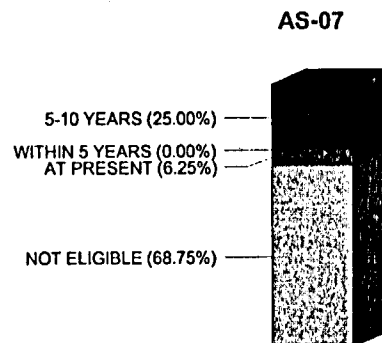
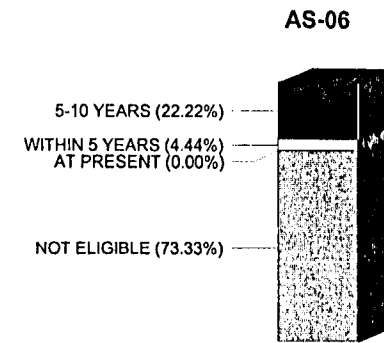
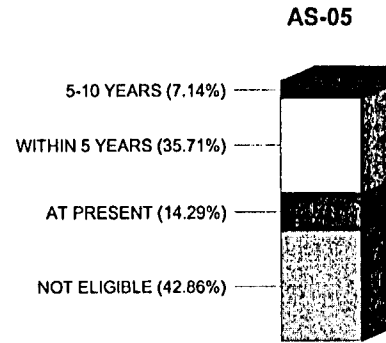
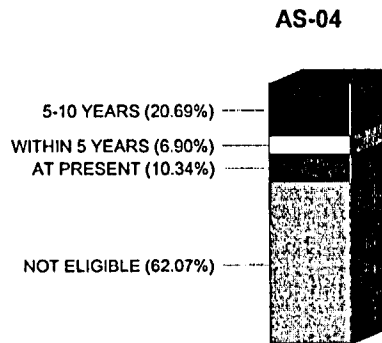
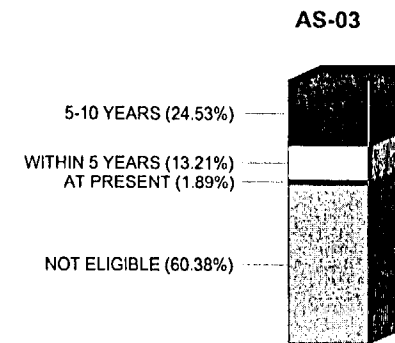
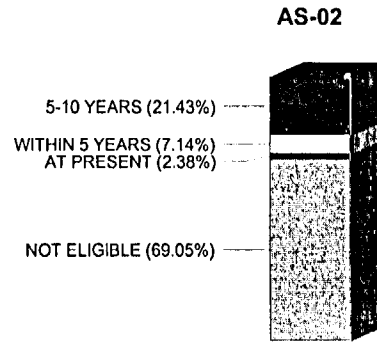
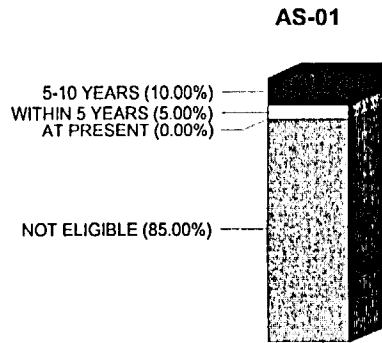


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL ADMINISTRATIVE PERSONNEL (AS) LEVELS 1-8 AGE BREAKDOWN

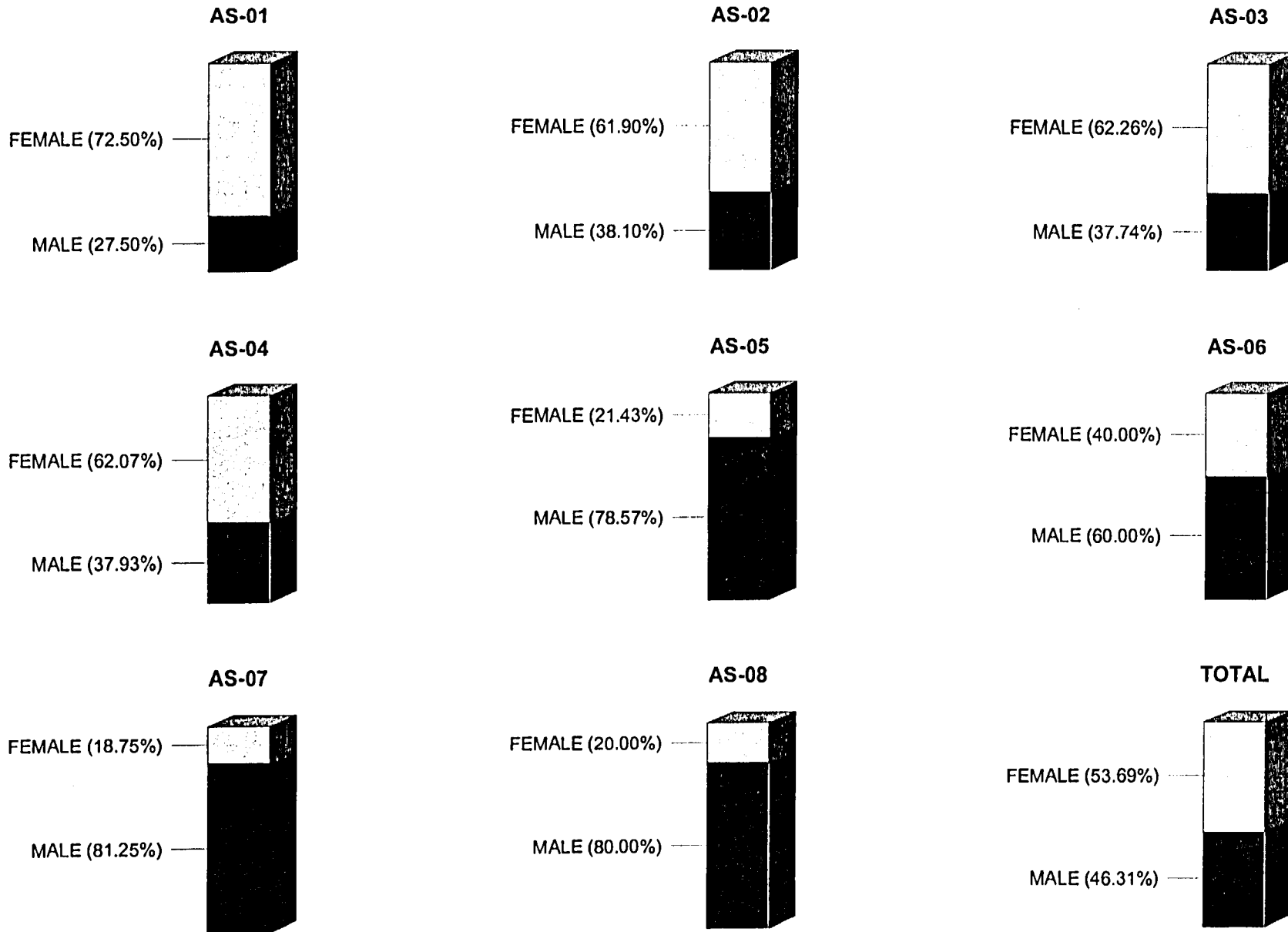


NON-ROTATIONAL AS RETIREMENT POTENTIAL TIME RANGES*

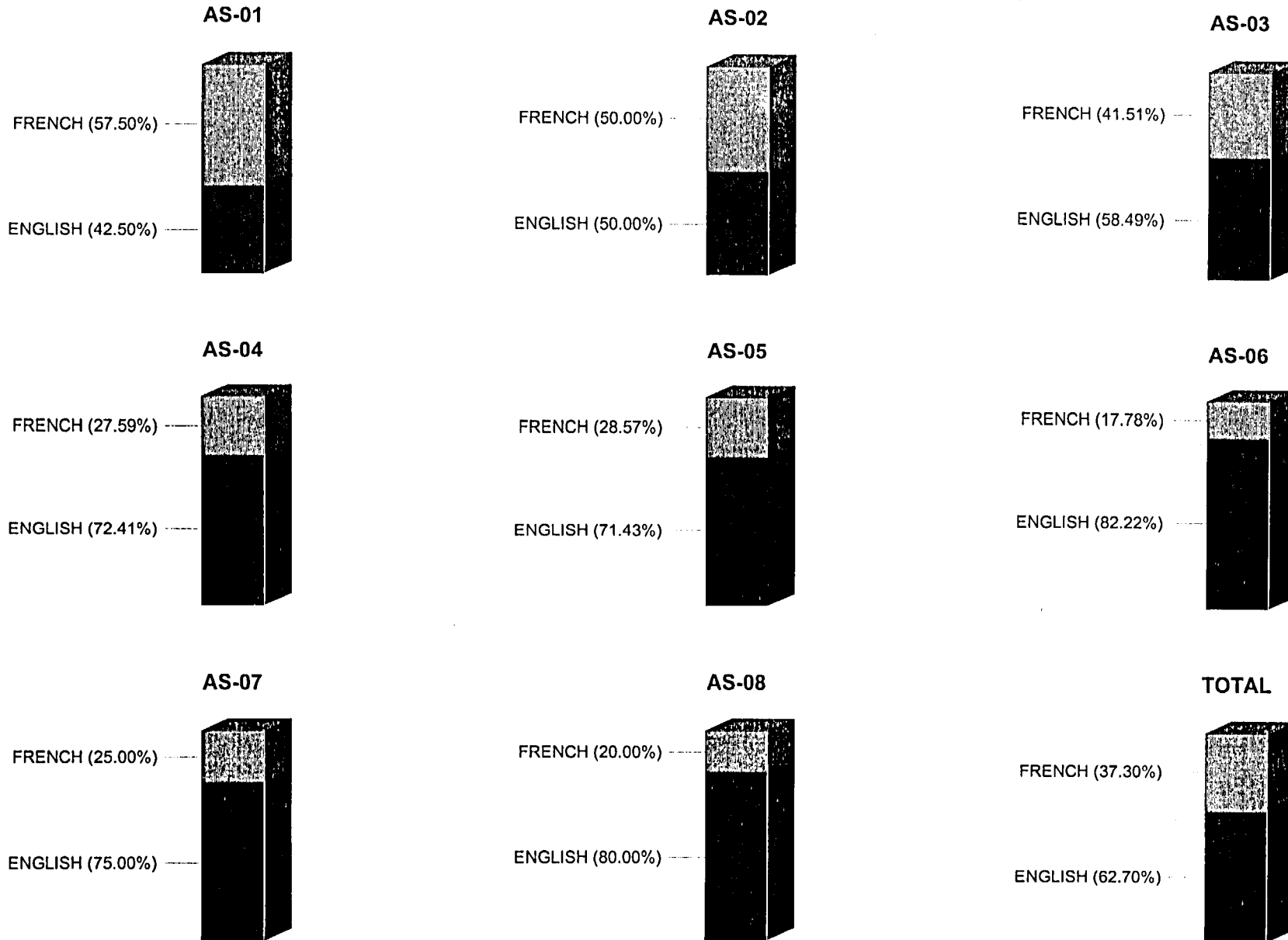


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL AS GENDER DISTRIBUTION



NON-ROTATIONAL AS LINGUISTIC DISTRIBUTION



SUMMARY OF NON-ROTATIONAL ADMINISTRATIVE PERSONNEL (AS) LEVELS 1-8

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
AS-01	17	23	40
AS-02	21	21	42
AS-03	31	22	53
AS-04	21	8	29
AS-05	10	4	14
AS-06	37	8	45
AS-07	12	4	16
AS-08	4	1	5
TOTAL	153	91	244

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
AS-01	0%	5%	10%	20%	25%	23%	15%	3%	0%	0%	40
AS-02	0%	2%	7%	12%	21%	19%	29%	10%	0%	0%	42
AS-03	0%	2%	0%	11%	23%	34%	23%	6%	0%	2%	53
AS-04	0%	0%	0%	7%	17%	34%	24%	10%	3%	3%	29
AS-05	0%	0%	7%	7%	0%	29%	43%	7%	0%	7%	14
AS-06	0%	0%	0%	4%	24%	24%	27%	20%	0%	0%	45
AS-07	0%	0%	0%	0%	6%	19%	44%	25%	0%	6%	16
AS-08	0%	0%	0%	0%	20%	20%	40%	20%	0%	0%	5
TOTAL	0%	2%	3%	10%	20%	26%	26%	11%	0%	2%	244

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
AS-01	85%	0%	5%	10%	40
AS-02	69%	2%	7%	21%	42
AS-03	60%	2%	13%	25%	53
AS-04	62%	10%	7%	21%	29
AS-05	43%	14%	36%	7%	14
AS-06	73%	0%	4%	22%	45
AS-07	69%	6%	0%	25%	16
AS-08	80%	0%	0%	20%	5
TOTAL	68%	3%	9%	20%	244

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
AS-01	28%	18%	38%	13%	5%	0%	40
AS-02	14%	14%	40%	29%	2%	0%	42
AS-03	13%	21%	30%	30%	6%	0%	53
AS-04	14%	21%	34%	24%	7%	0%	29
AS-05	0%	21%	29%	21%	29%	0%	14
AS-06	18%	27%	40%	16%	0%	0%	45
AS-07	19%	31%	31%	19%	0%	0%	16
AS-08	20%	40%	40%	0%	0%	0%	5
TOTAL	16%	21%	36%	22%	5%	0%	244

GENDER DISTRUBUTION

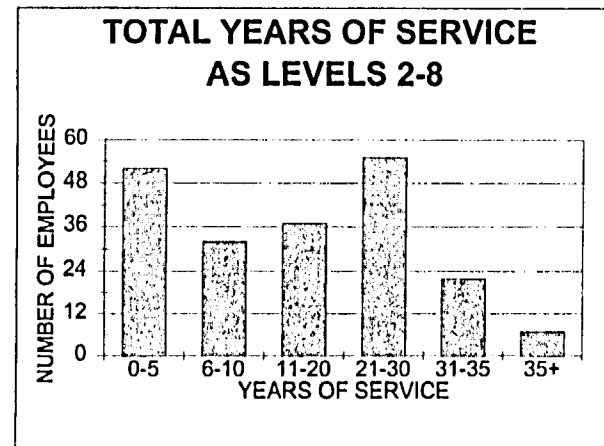
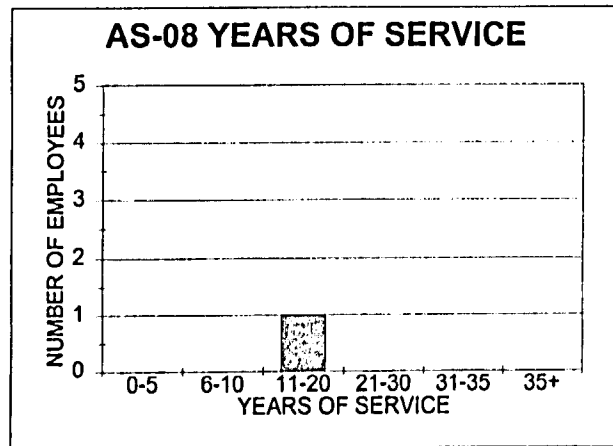
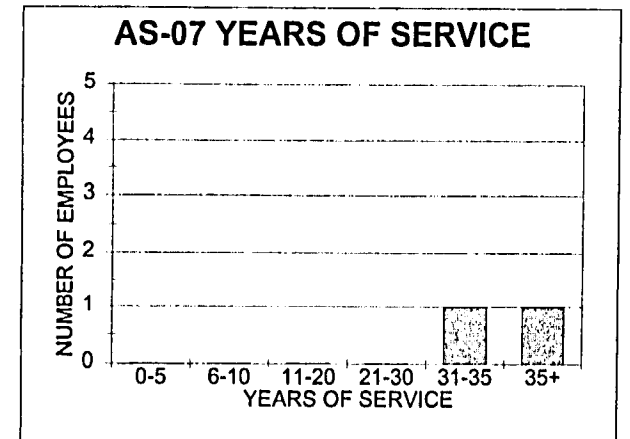
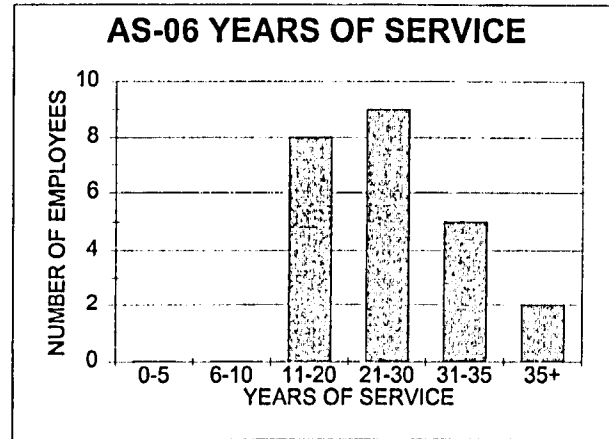
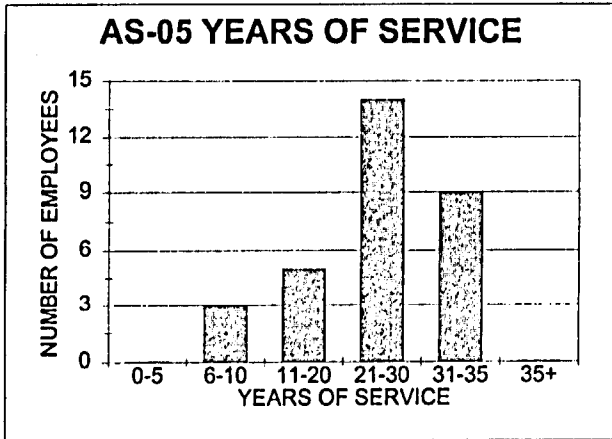
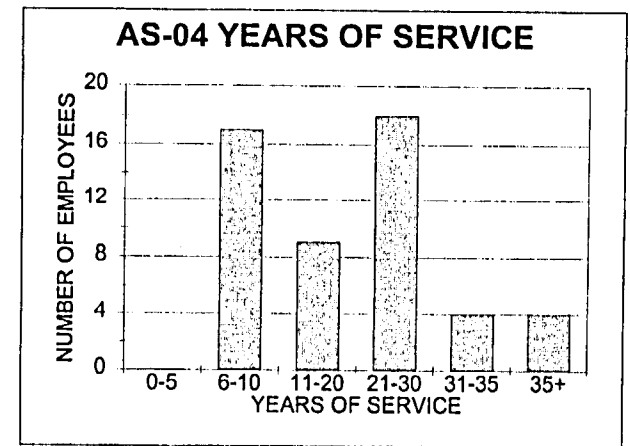
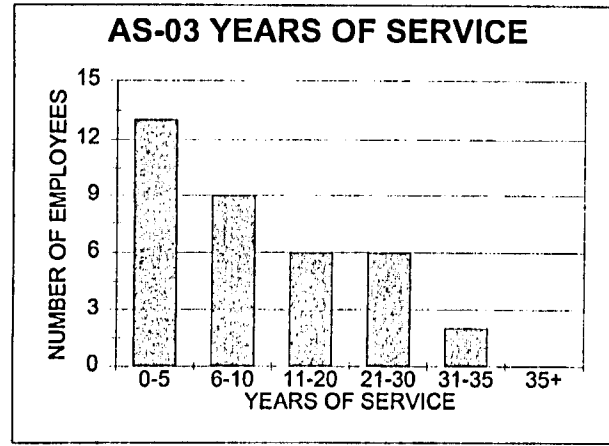
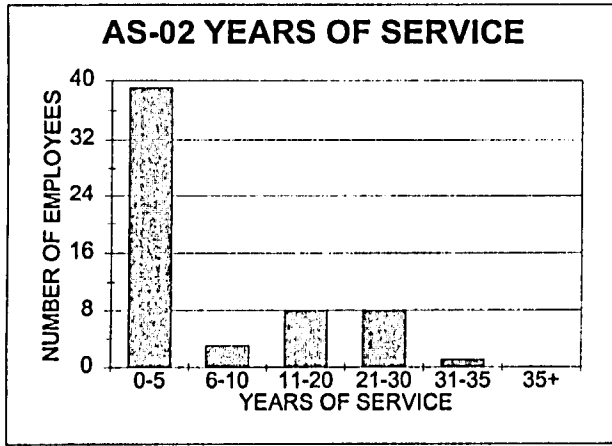
LEVEL	MALE	FEMALE	TOTAL
AS-01	11	29	40
AS-02	16	26	42
AS-03	20	33	53
AS-04	11	18	29
AS-05	11	3	14
AS-06	27	18	45
AS-07	13	3	16
AS-08	4	1	5
TOTAL	113	131	244

EXPECTED RETIREMENT BREAKDOWN*

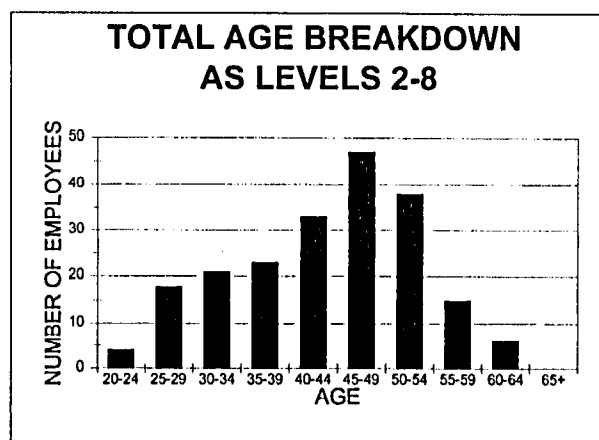
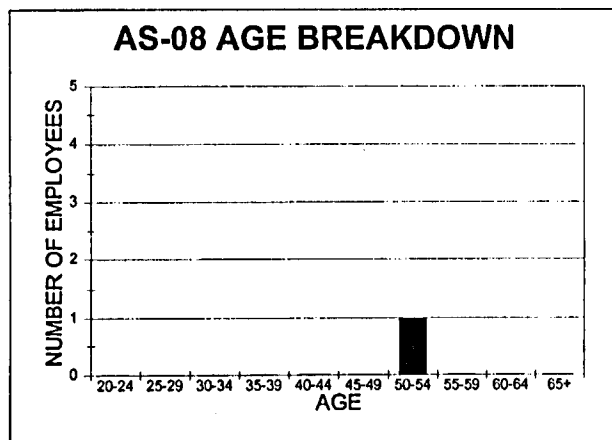
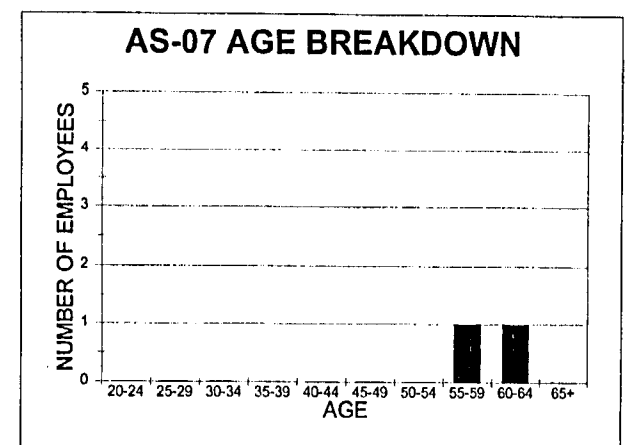
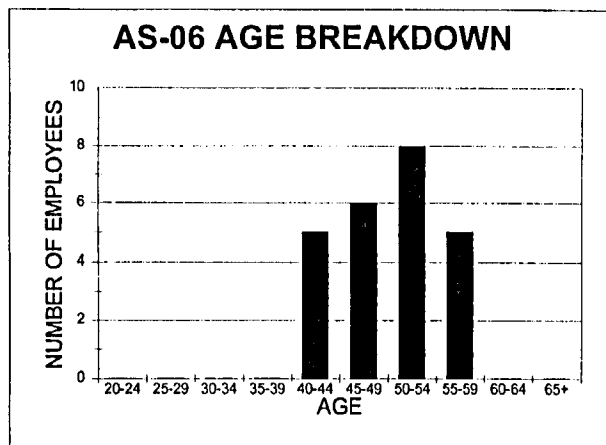
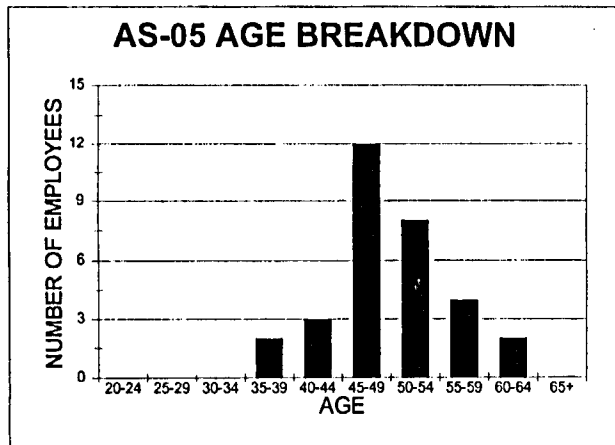
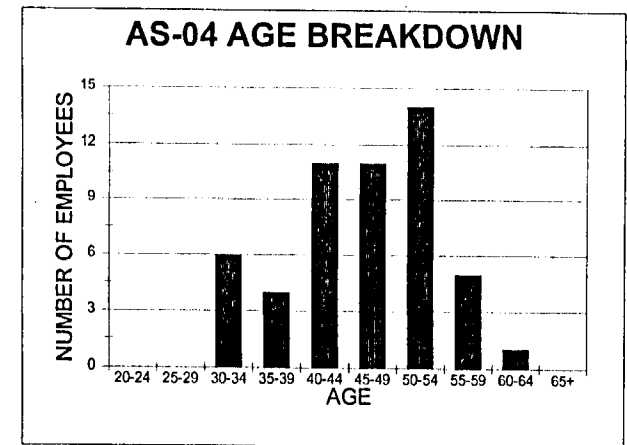
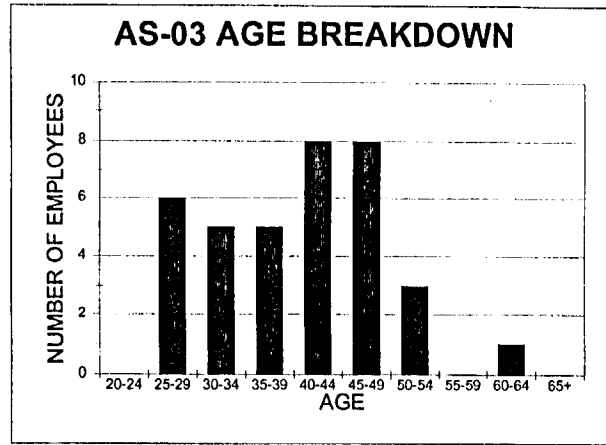
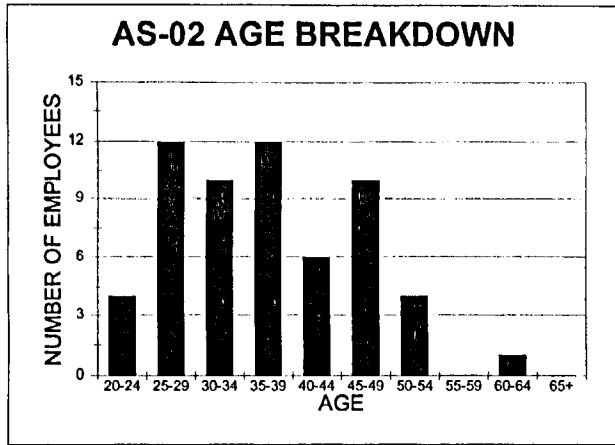
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
AS-01	0	0%	0	0%	2	5%	0	0%	0	0%	0	0%	1	3%	0	0%	2	5%	0	0%	1	3%
AS-02	1	2%	0	0%	0	0%	1	2%	2	5%	0	0%	1	3%	3	8%	1	3%	2	6%	2	6%
AS-03	1	2%	1	2%	0	0%	1	2%	2	4%	3	6%	4	9%	2	5%	4	10%	2	6%	1	3%
AS-04	3	10%	0	0%	0	0%	0	0%	0	0%	2	8%	1	4%	0	0%	2	9%	2	10%	1	5%
AS-05	2	14%	1	8%	1	9%	1	10%	1	11%	1	13%	1	14%	0	0%	0	0%	0	0%	0	0%
AS-06	0	0%	0	0%	0	0%	2	0%	0	0%	0	0%	3	0%	1	0%	2	0%	2	0%	2	0%
AS-07	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	2	13%	1	8%	1	8%	0	0%	0	0%
AS-08	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%
TOTAL	8	3%	2	1%	3	1%	5	2%	5	2%	6	3%	13	6%	7	3%	12	6%	9	5%	7	4%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

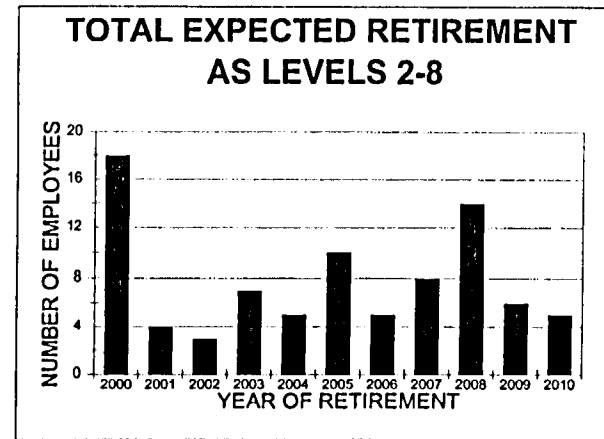
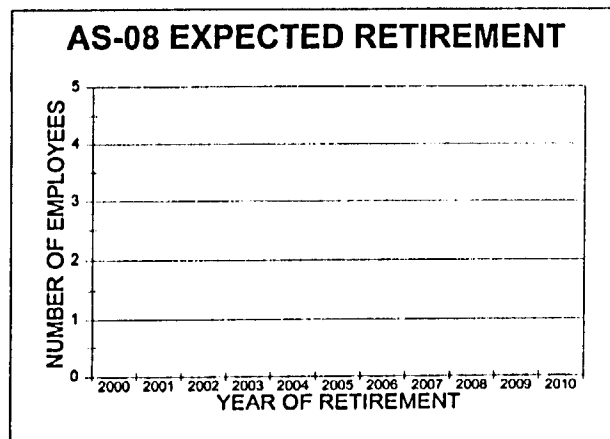
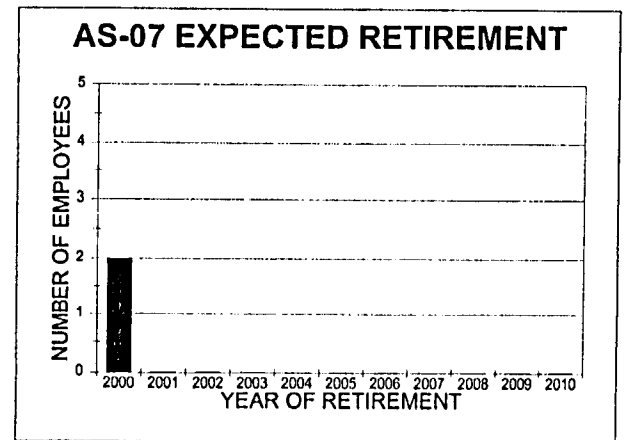
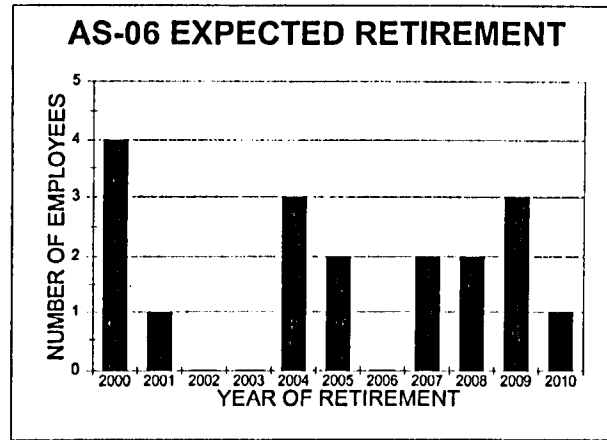
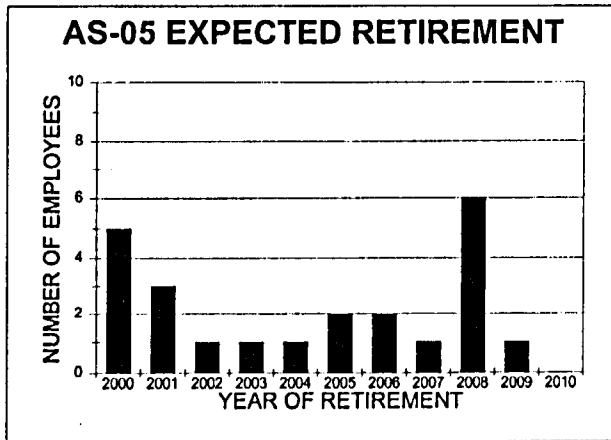
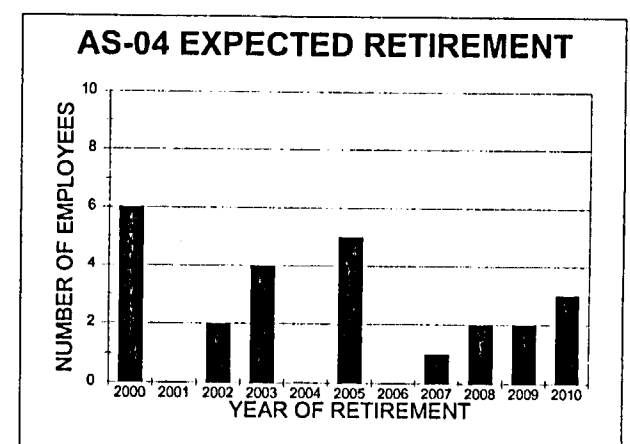
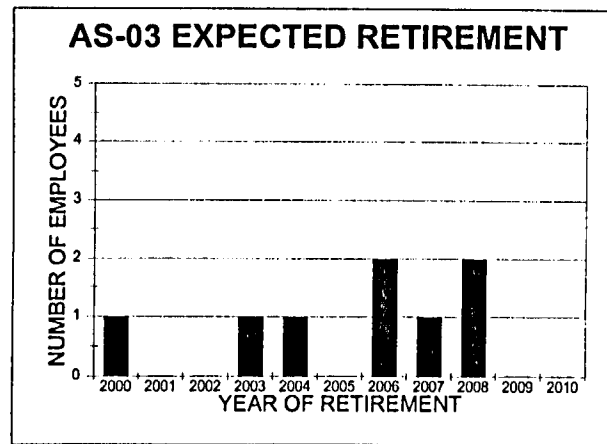
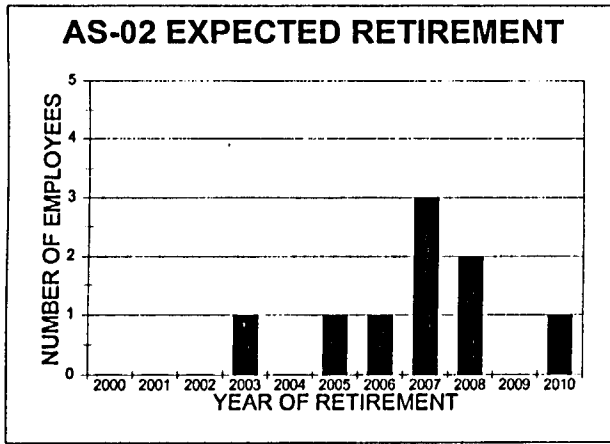
ROTATIONAL ADMINISTRATIVE PERSONNEL (AS) LEVELS 2-8 YEARS OF SERVICE



ROTATIONAL ADMINISTRATIVE PERSONNEL (AS) LEVELS 2-8 AGE BREAKDOWN



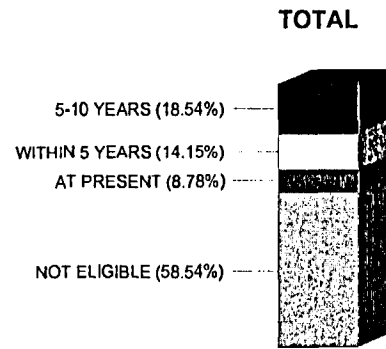
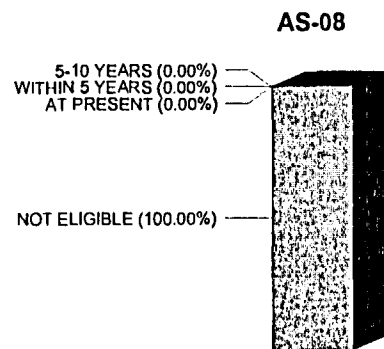
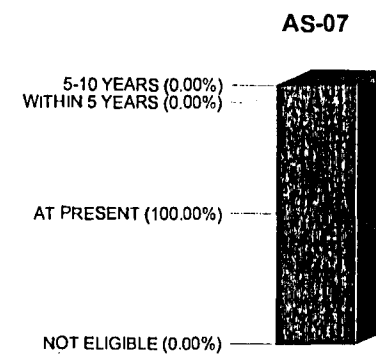
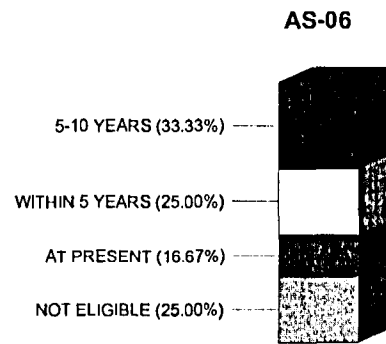
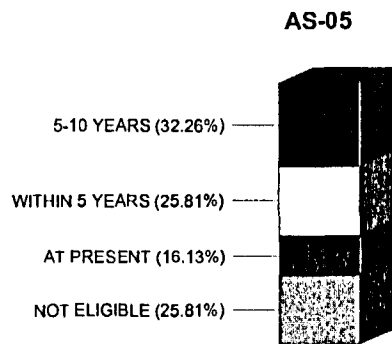
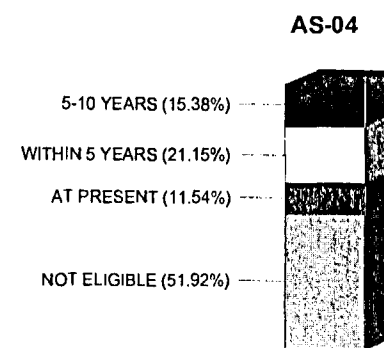
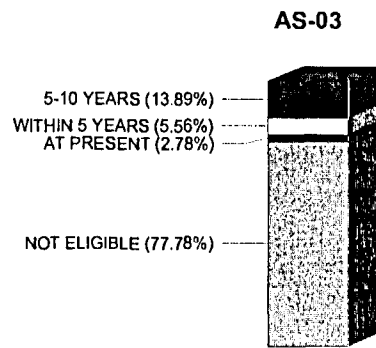
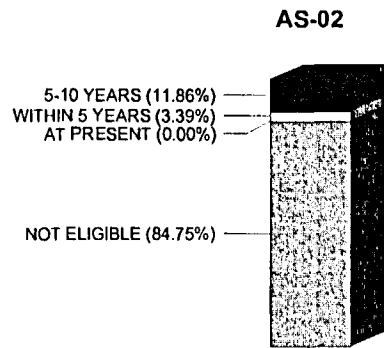
ROTATIONAL ADMINISTRATIVE PERSONNEL (AS) LEVELS 2-8 EXPECTED RETIREMENT*



*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

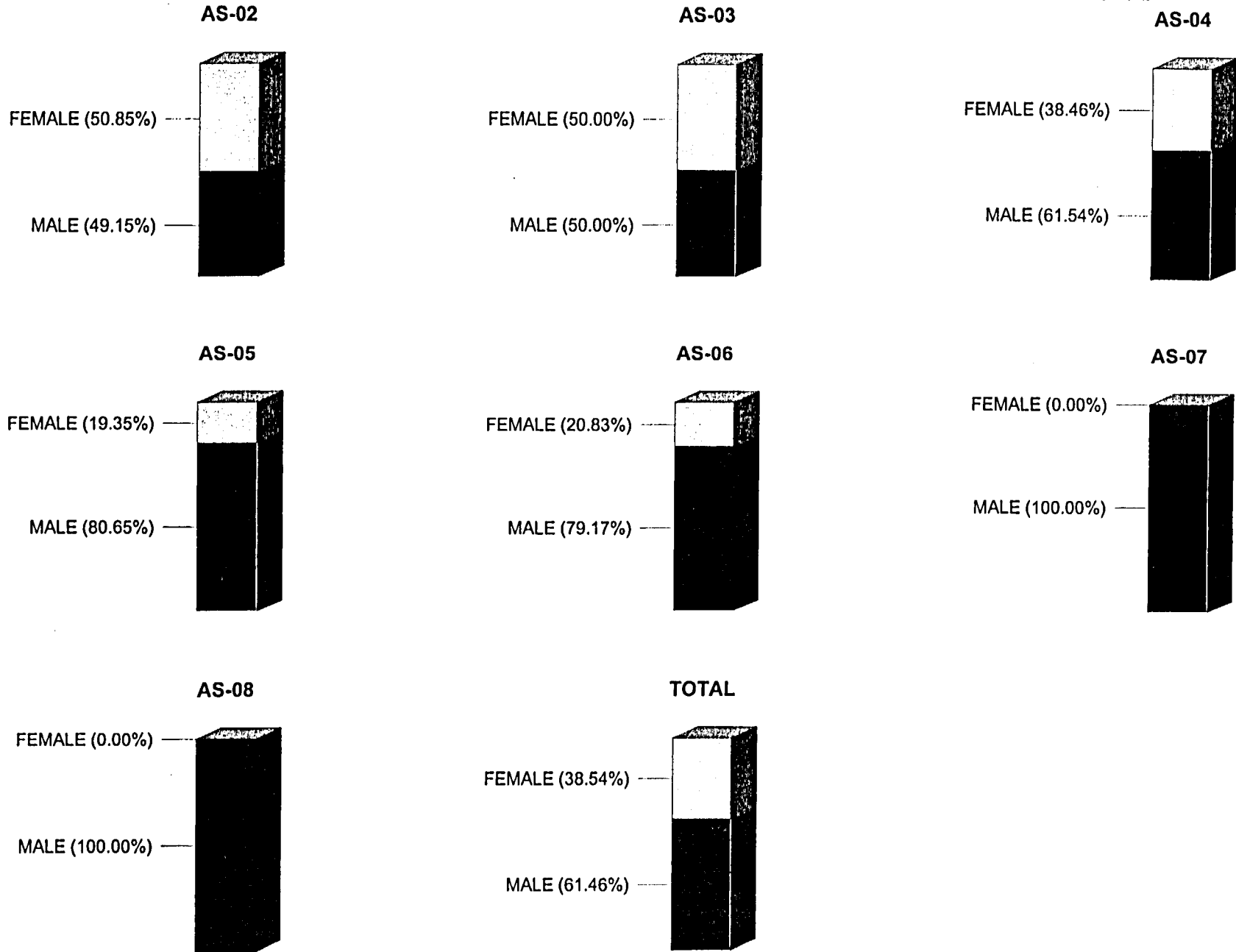
ROTATIONAL AS RETIREMENT POTENTIAL*

TIME RANGES

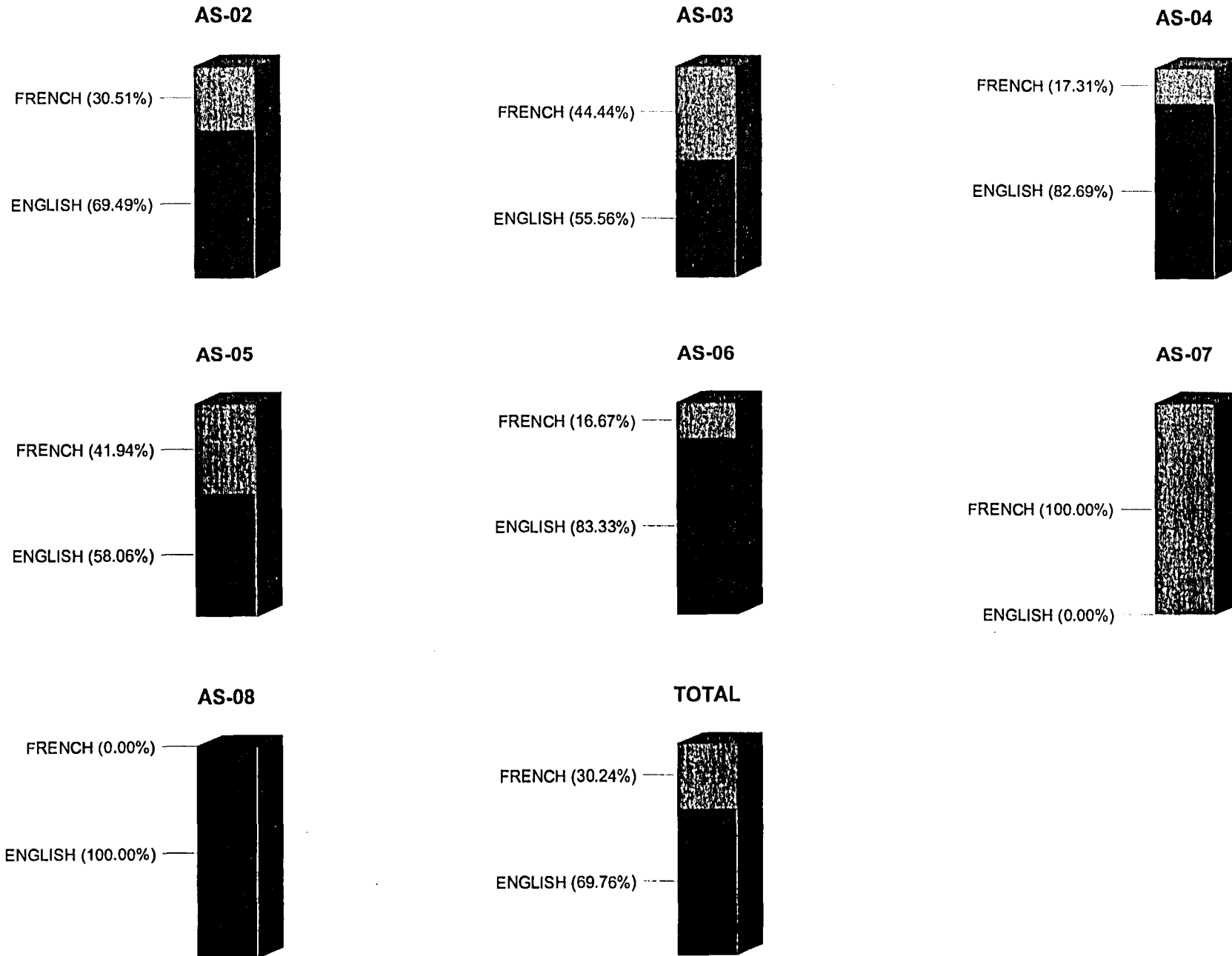


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL AS GENDER DISTRIBUTION



ROTATIONAL AS LINGUISTIC DISTRIBUTION



SUMMARY OF ROTATIONAL ADMINISTRATIVE PERSONNEL (AS) LEVELS 2-8

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
AS-02	41	18	59
AS-03	20	16	36
AS-04	43	9	52
AS-05	18	13	31
AS-06	20	4	24
AS-07	0	2	2
AS-08	1	0	1
TOTAL	143	62	205

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
AS-02	7%	20%	17%	20%	10%	17%	7%	0%	2%	0%	59
AS-03	0%	17%	14%	14%	22%	22%	8%	0%	3%	0%	36
AS-04	0%	0%	12%	8%	21%	21%	27%	10%	2%	0%	52
AS-05	0%	0%	0%	6%	10%	39%	26%	13%	6%	0%	31
AS-06	0%	0%	0%	0%	21%	25%	33%	21%	0%	0%	24
AS-07	0%	0%	0%	0%	0%	0%	0%	50%	50%	0%	2
AS-08	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	1
TOTAL	2%	9%	10%	11%	16%	23%	19%	7%	3%	0%	205

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
AS-02	85%	0%	3%	12%	59
AS-03	78%	3%	6%	14%	36
AS-04	52%	12%	21%	15%	52
AS-05	26%	16%	26%	32%	31
AS-06	25%	17%	25%	33%	24
AS-07	0%	100%	0%	0%	2
AS-08	100%	0%	0%	0%	1
TOTAL	59%	9%	14%	19%	205

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
AS-02	66%	5%	14%	14%	2%	0%	59
AS-03	36%	25%	17%	17%	6%	0%	36
AS-04	0%	33%	17%	35%	8%	8%	52
AS-05	0%	10%	16%	45%	29%	0%	31
AS-06	0%	0%	33%	38%	21%	8%	24
AS-07	0%	0%	0%	0%	50%	50%	2
AS-08	0%	0%	100%	0%	0%	0%	1
TOTAL	25%	16%	18%	27%	11%	3%	205

GENDER DISTRIBUTION

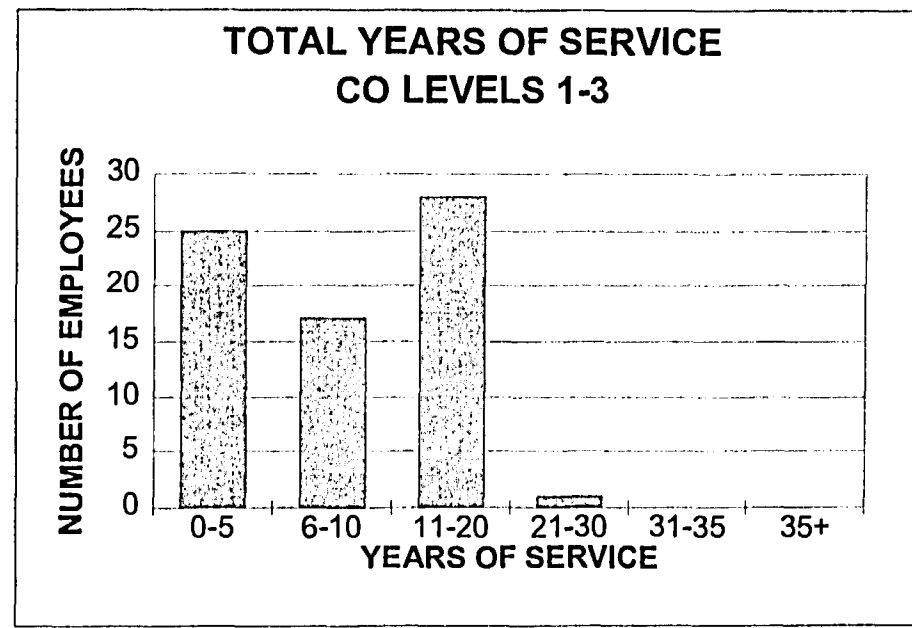
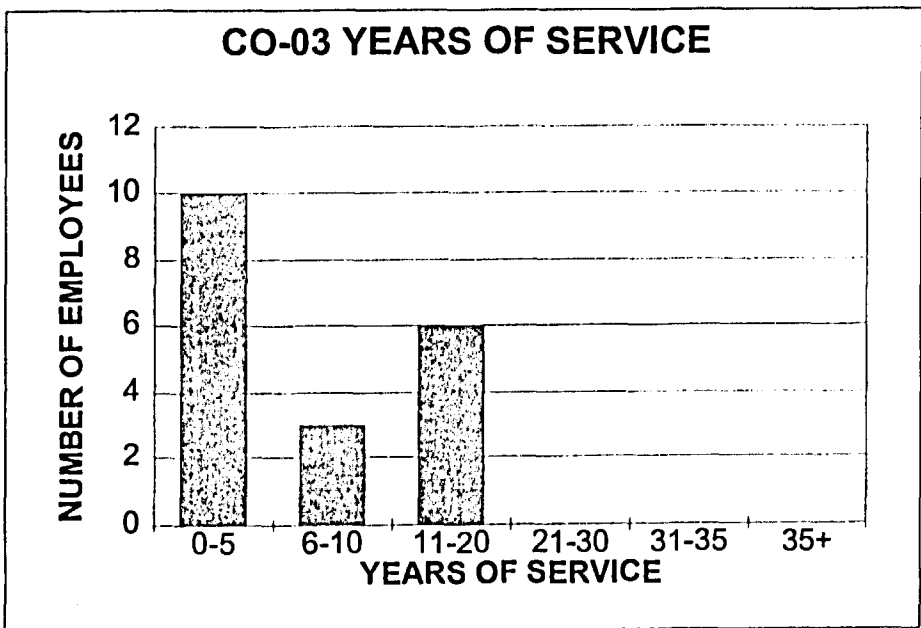
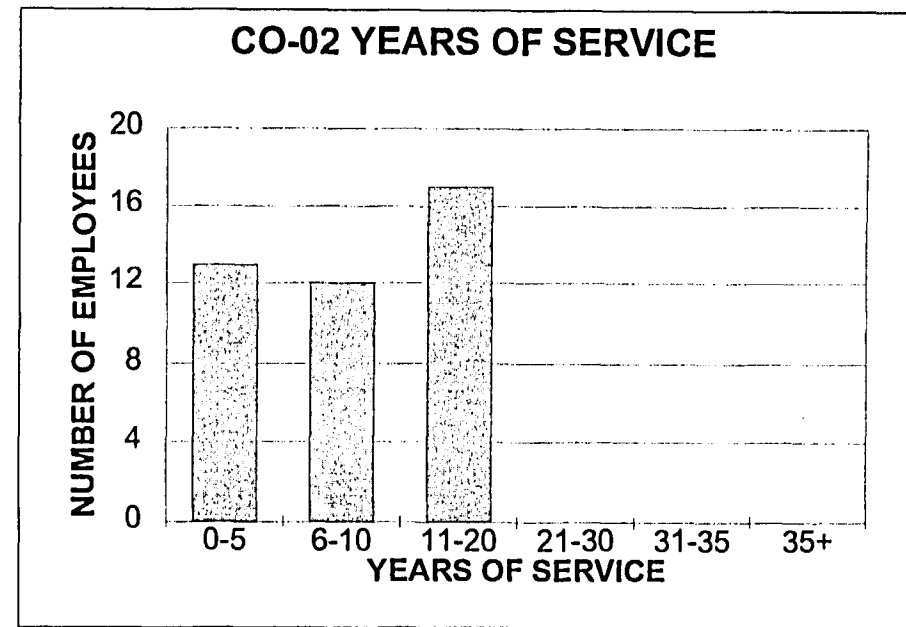
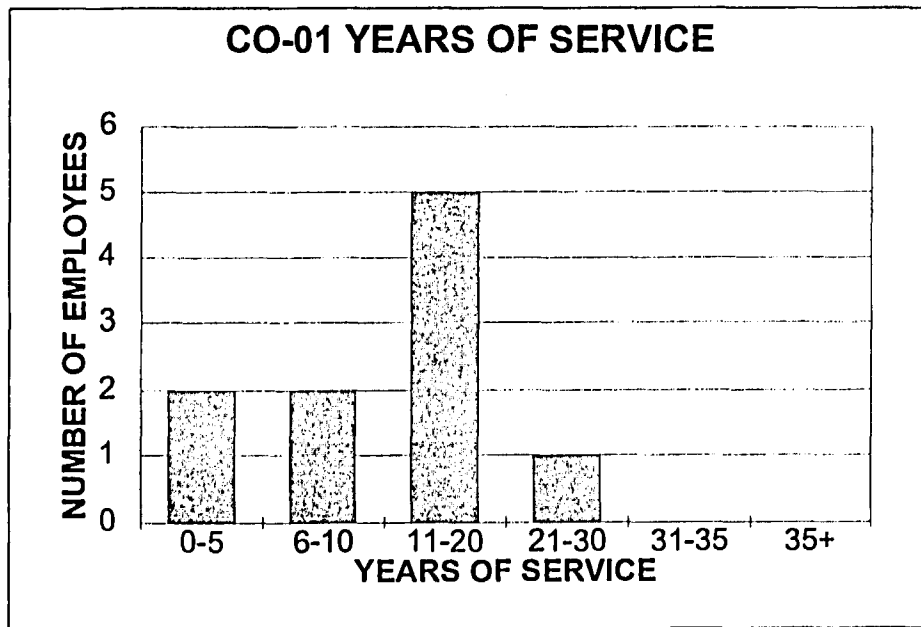
LEVEL	MALE	FEMALE	TOTAL
AS-02	29	30	59
AS-03	18	18	36
AS-04	32	20	52
AS-05	25	6	31
AS-06	19	5	24
AS-07	2	0	2
AS-08	1	0	1
TOTAL	126	79	205

EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
AS-02	0	0%	0	0%	0	0%	1	2%	0	0%	1	2%	1	2%	3	5%	2	4%	0	0%	1	2%
AS-03	1	3%	0	0%	0	0%	1	3%	1	3%	0	0%	2	6%	1	3%	2	7%	0	0%	0	0%
AS-04	6	12%	0	0%	2	4%	4	9%	0	0%	5	13%	0	0%	1	3%	2	6%	2	6%	3	10%
AS-05	5	16%	3	12%	1	4%	1	5%	1	5%	2	10%	2	11%	1	6%	6	40%	1	11%	0	0%
AS-06	4	17%	1	5%	0	0%	0	0%	3	16%	2	13%	0	0%	2	14%	2	15%	3	27%	1	13%
AS-07	2	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
AS-08	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	18	9%	4	2%	3	2%	7	4%	5	3%	10	6%	5	3%	8	5%	14	10%	6	5%	5	4%

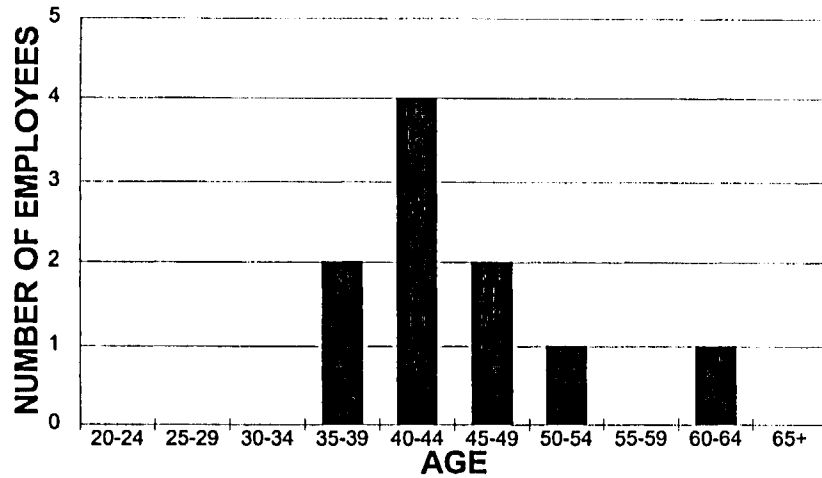
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL COMMERCE PERSONNEL (CO) LEVELS 1-3 YEARS OF SERVICE

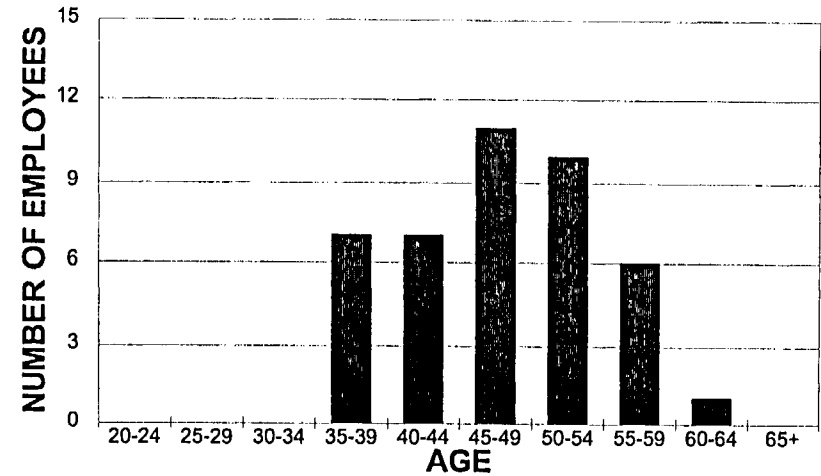


NON-ROTATIONAL COMMERCE PERSONNEL (CO) LEVELS 1-3 AGE BREAKDOWN

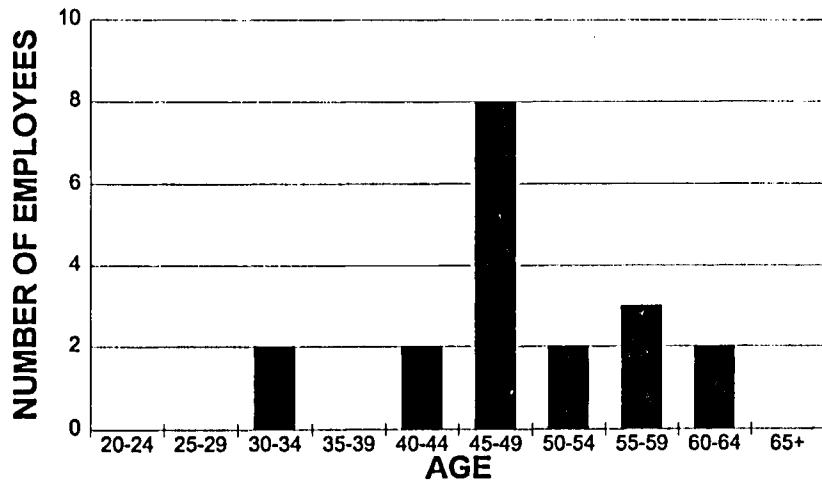
CO-01 AGE BREAKDOWN



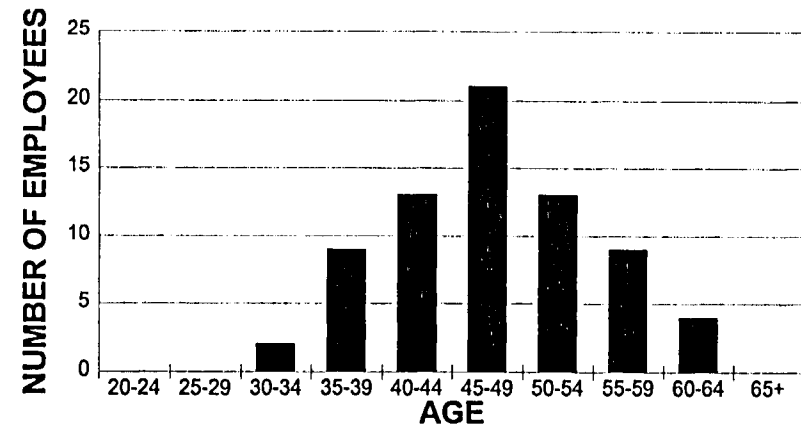
CO-02 AGE BREAKDOWN



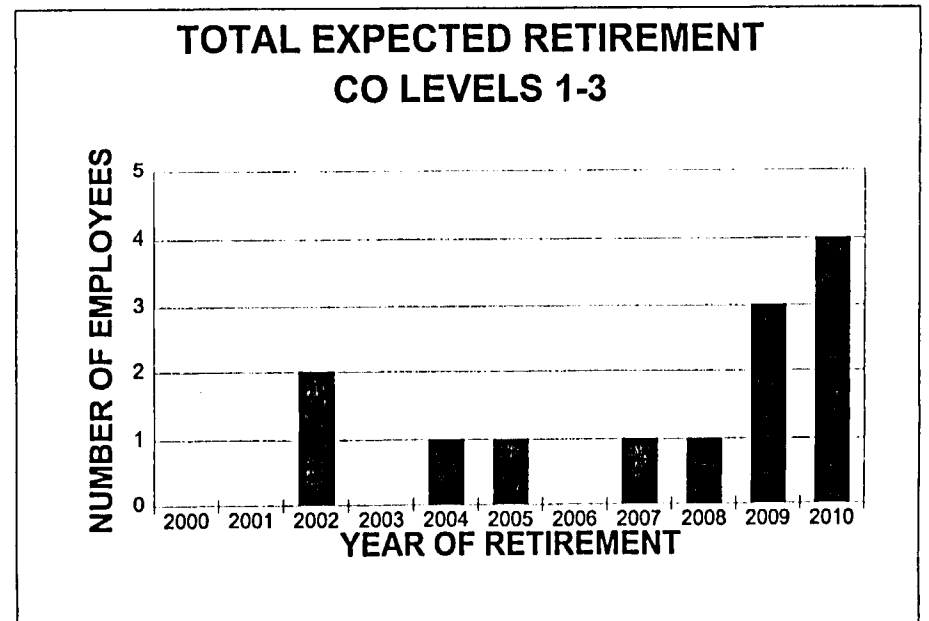
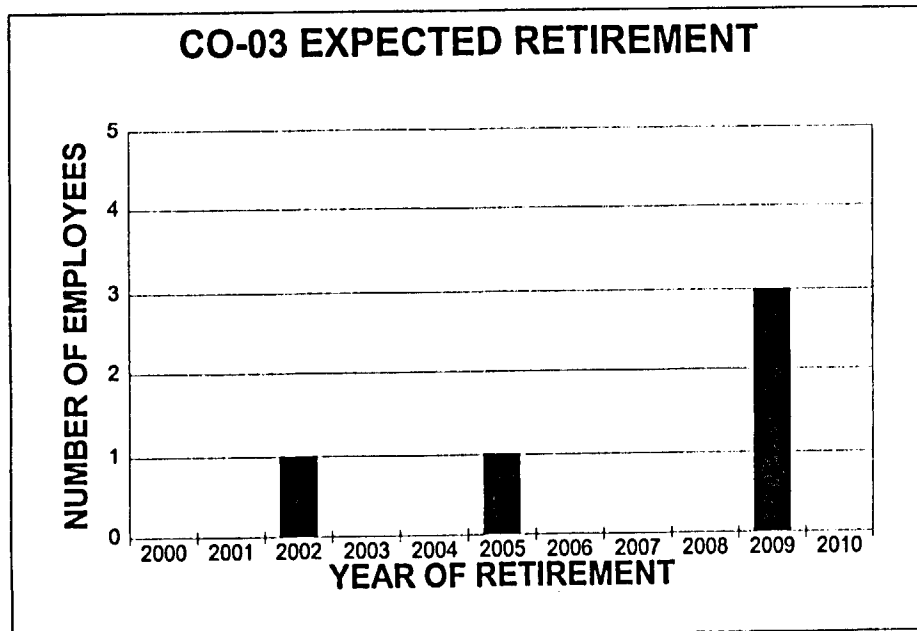
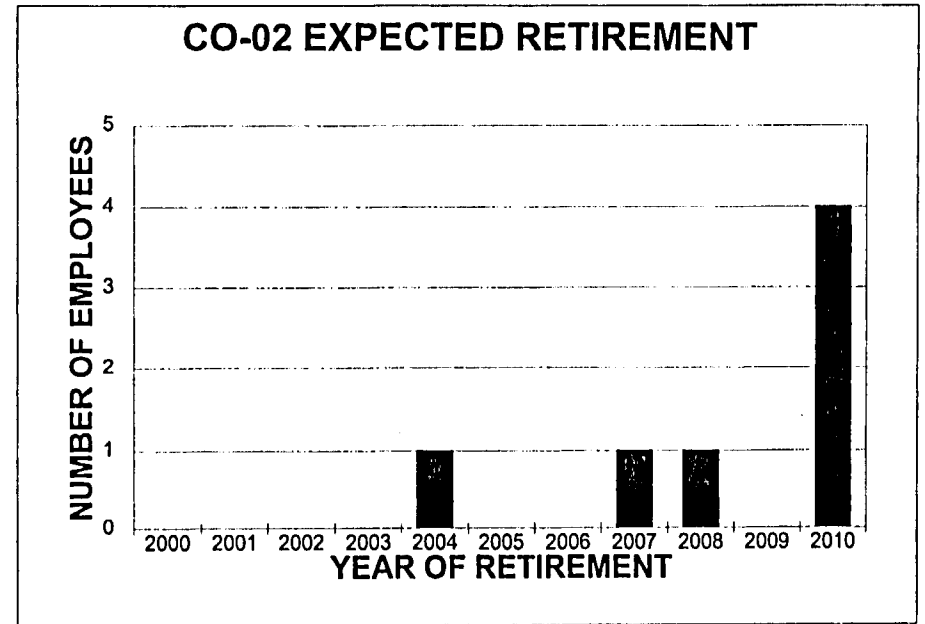
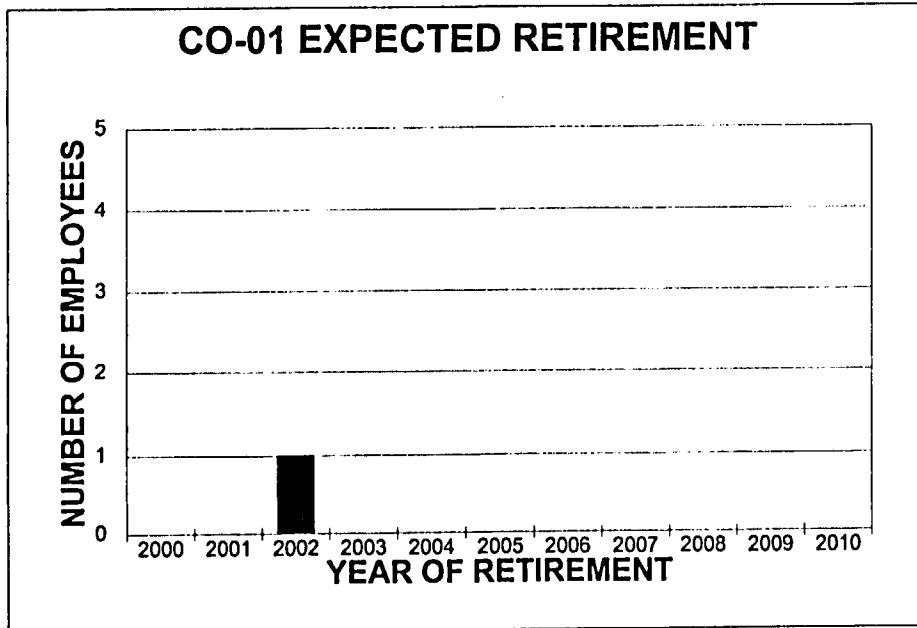
CO-03 AGE BREAKDOWN



TOTAL AGE BREAKDOWN CO LEVELS 1-3



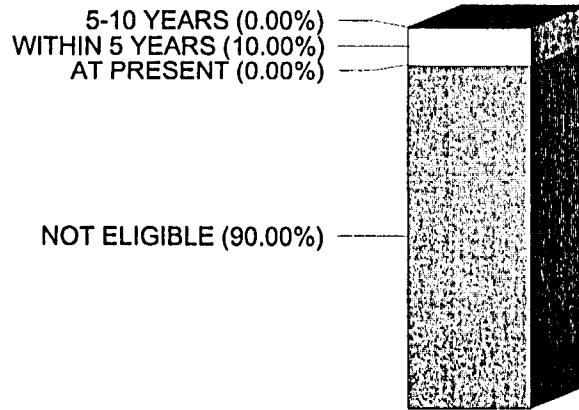
NON-ROTATIONAL COMMERCE PERSONNEL (CO) LEVELS 1-3 EXPECTED RETIREMENT*



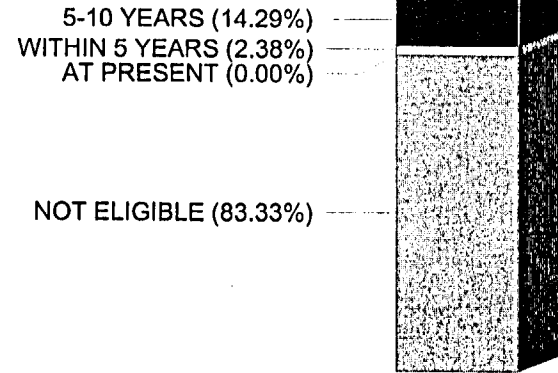
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL CO RETIREMENT POTENTIAL TIME RANGES*

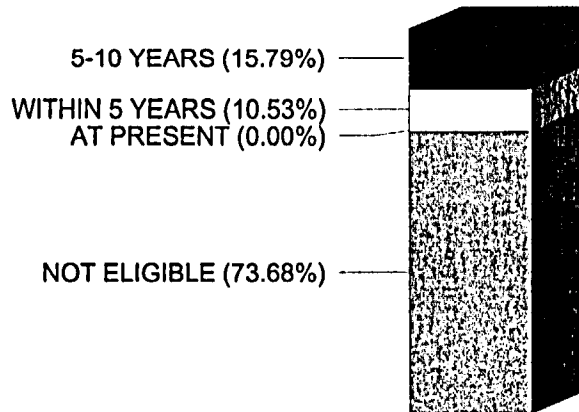
CO-01



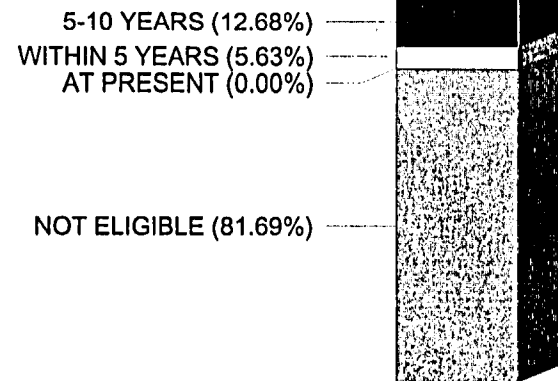
CO-02



CO-03



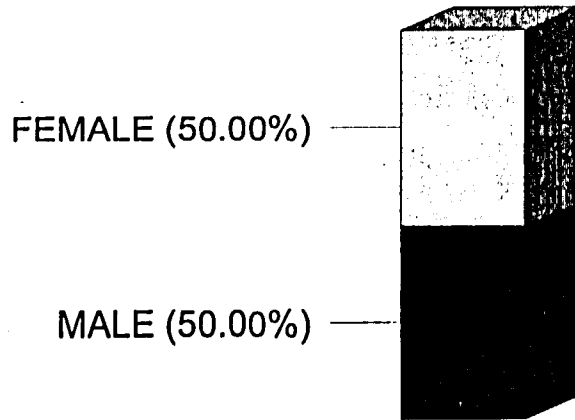
TOTAL



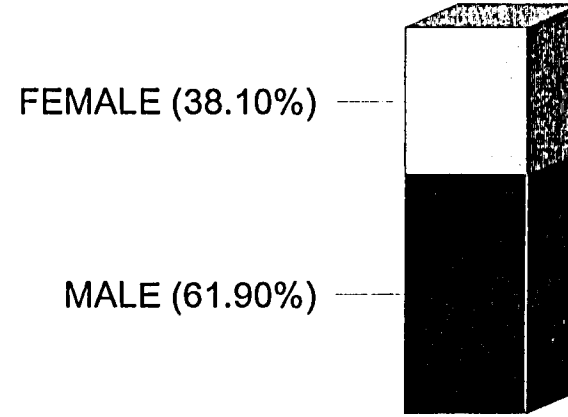
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL CO GENDER DISTRIBUTION

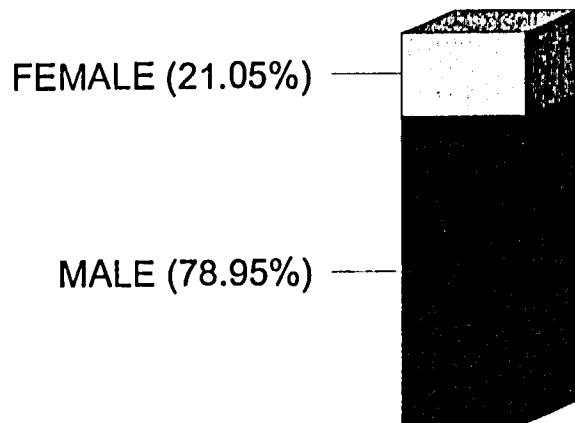
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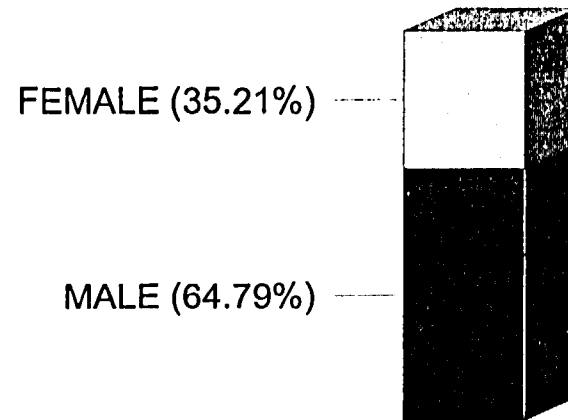
CO-02



CO-03

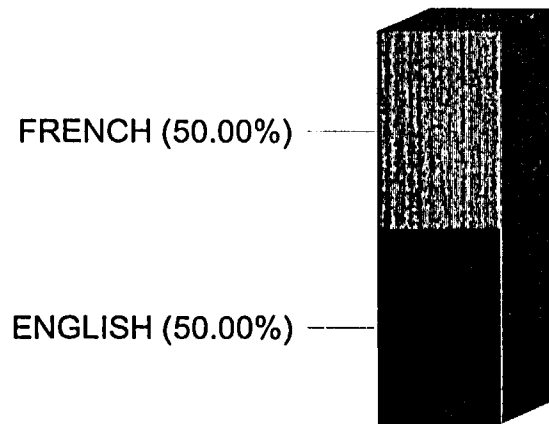


TOTAL

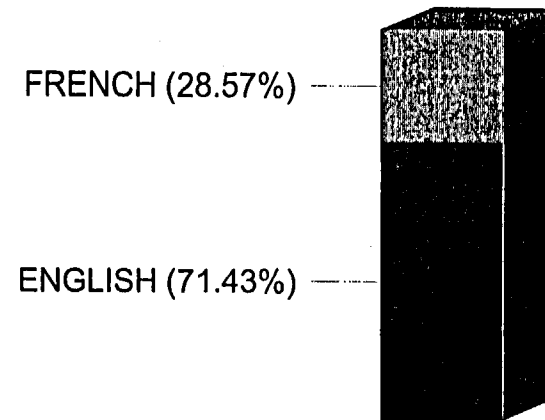


NON-ROTATIONAL CO LINGUISTIC DISTRIBUTION

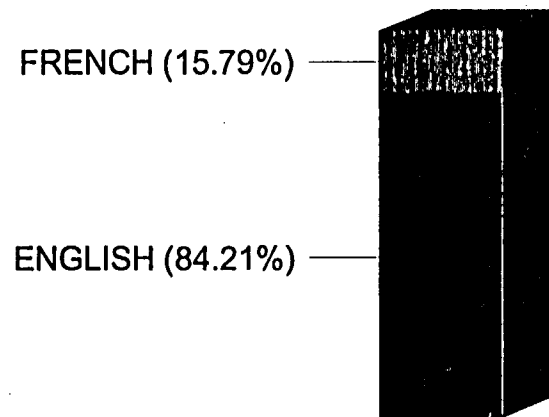
CO-01



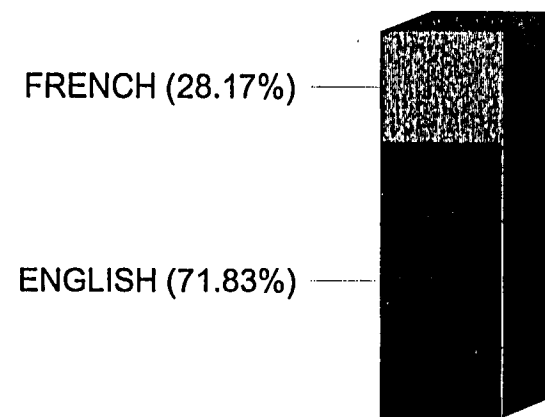
CO-02



CO-03



TOTAL



SUMMARY OF NON-ROTATIONAL COMMERCE PERSONNEL (CO) LEVELS 1-3

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
CO-01	5	5	10
CO-02	30	12	42
CO-03	16	3	19
TOTAL	51	20	71

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
CO-01	0%	0%	0%	20%	40%	20%	10%	0%	10%	0%	10
CO-02	0%	0%	0%	17%	17%	26%	24%	14%	2%	0%	42
CO-03	0%	0%	11%	0%	11%	42%	11%	16%	11%	0%	19
TOTAL	0%	0%	3%	13%	18%	30%	18%	13%	6%	0%	71

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
CO-01	90%	0%	10%	0%	10
CO-02	83%	0%	2%	14%	42
CO-03	74%	0%	11%	16%	19
TOTAL	82%	0%	6%	13%	71

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
CO-01	20%	20%	50%	10%	0%	0%	10
CO-02	31%	29%	40%	0%	0%	0%	42
CO-03	53%	16%	32%	0%	0%	0%	19
TOTAL	35%	24%	39%	1%	0%	0%	71

GENDER DISTRIBUTION

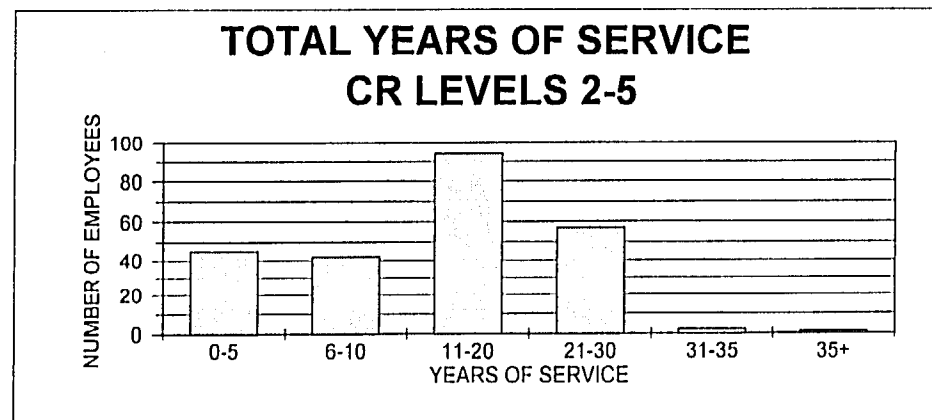
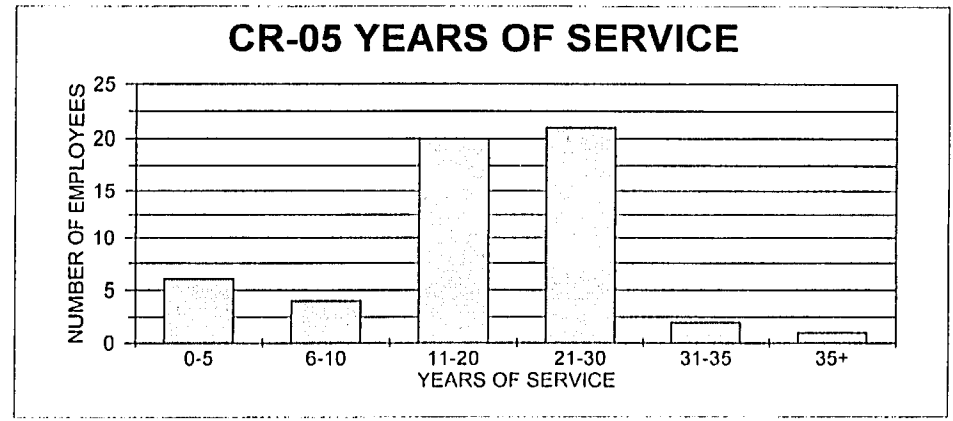
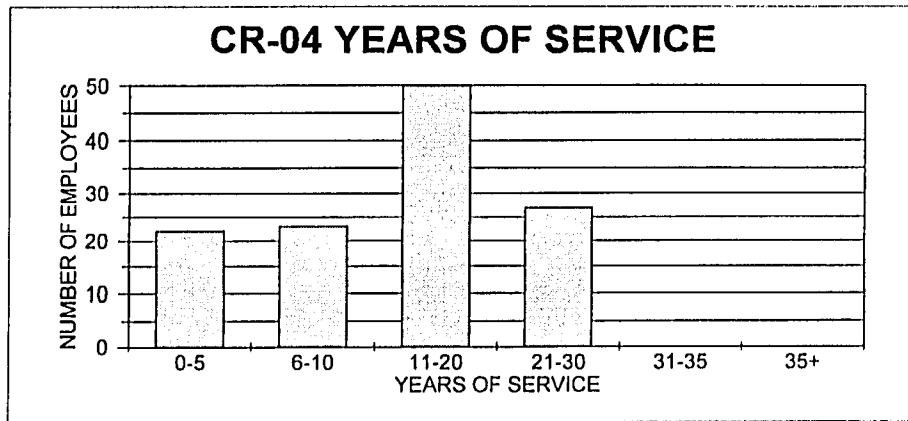
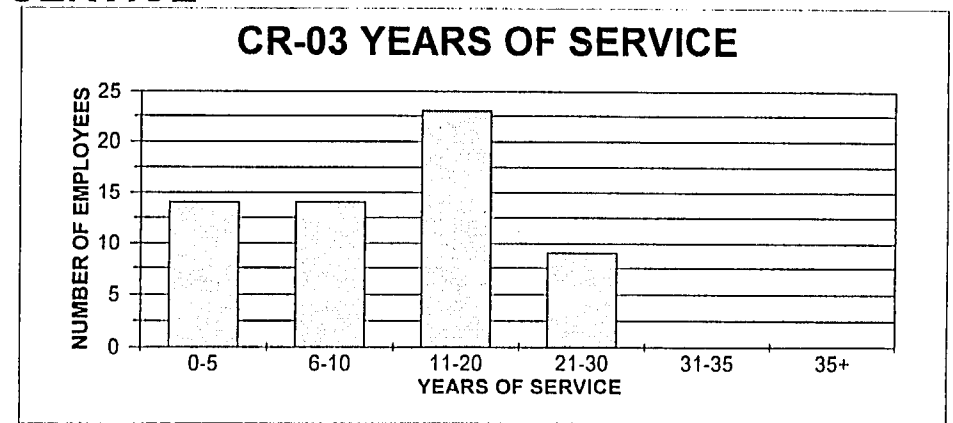
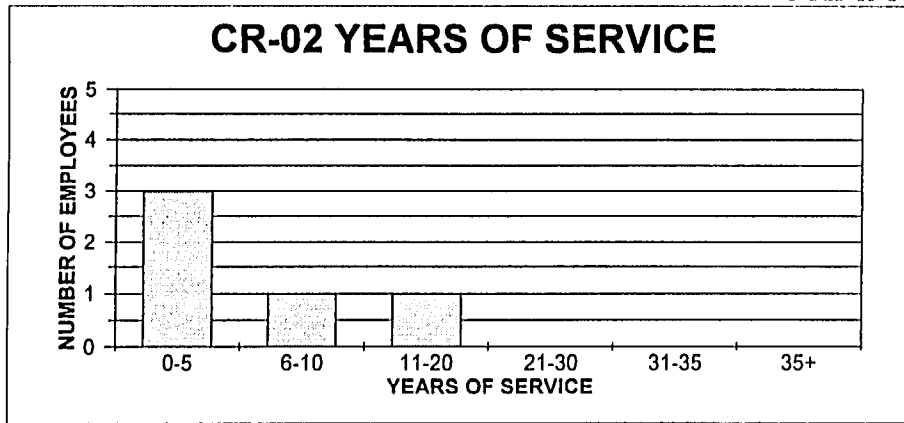
LEVEL	MALE	FEMALE	TOTAL
CO-01	5	5	10
CO-02	30	12	42
CO-03	16	3	19
TOTAL	51	20	71

EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
CO-01	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
CO-02	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	1	2%	1	3%	0	0%	4	10%
CO-03	0	0%	0	0%	1	5%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	3	18%	0	0%
TOTAL	0	0%	0	0%	2	3%	0	0%	1	1%	1	1%	0	0%	1	1%	1	2%	3	5%	4	6%

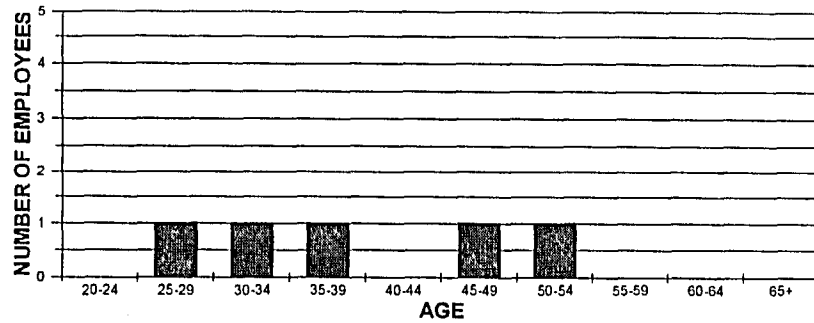
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL CLERICAL PERSONNEL (CR) LEVELS 2-5 YEARS OF SERVICE

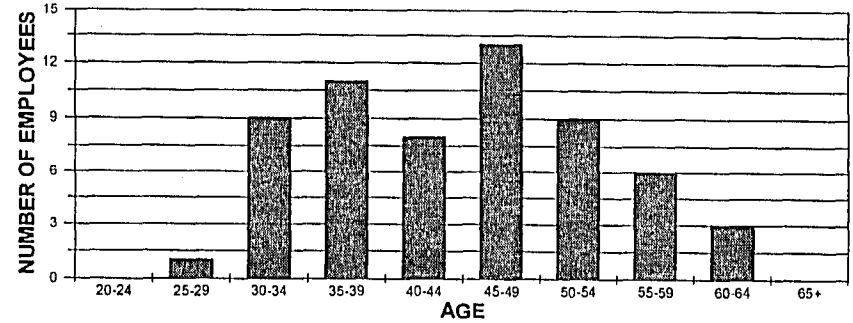


NON-ROTATIONAL CLERICAL PERSONNEL (CR) LEVELS 2-5 AGE BREAKDOWN

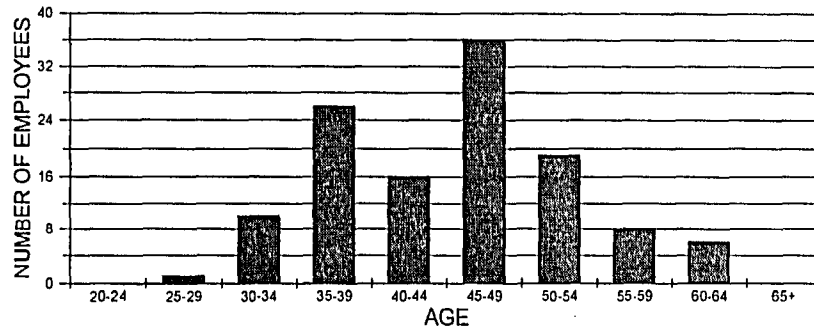
CR-02 AGE BREAKDOWN



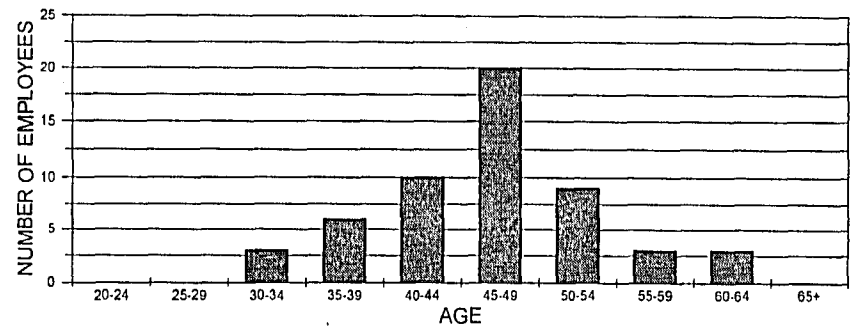
CR-03 AGE BREAKDOWN



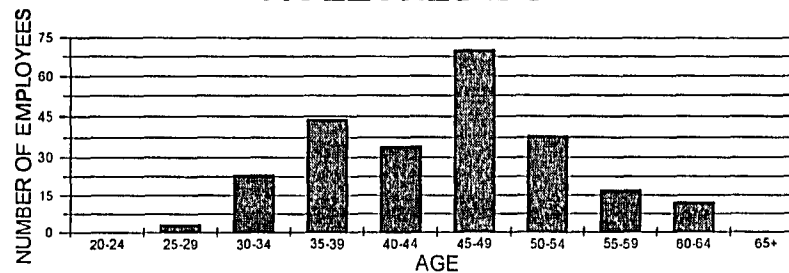
CR-04 AGE BREAKDOWN



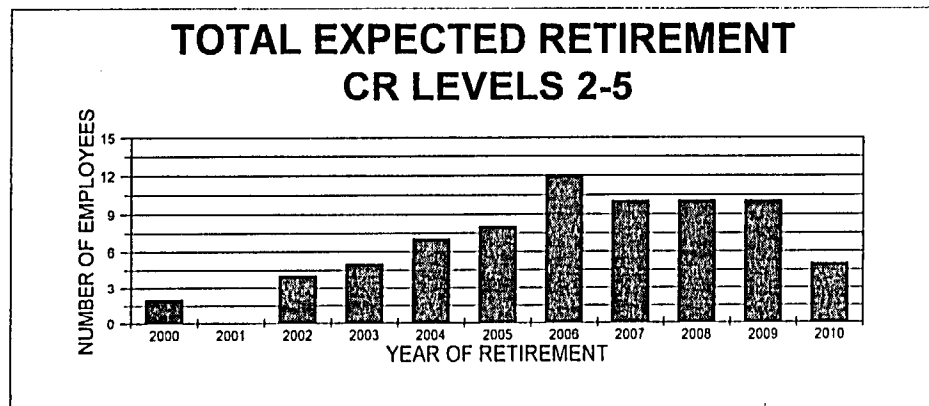
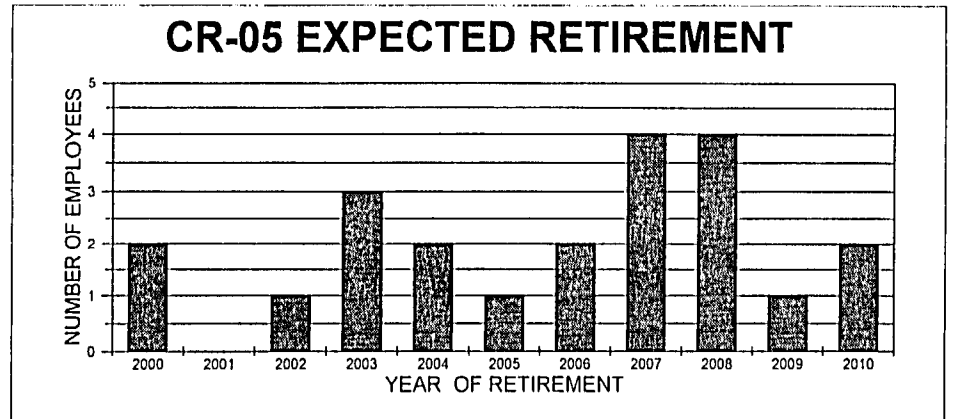
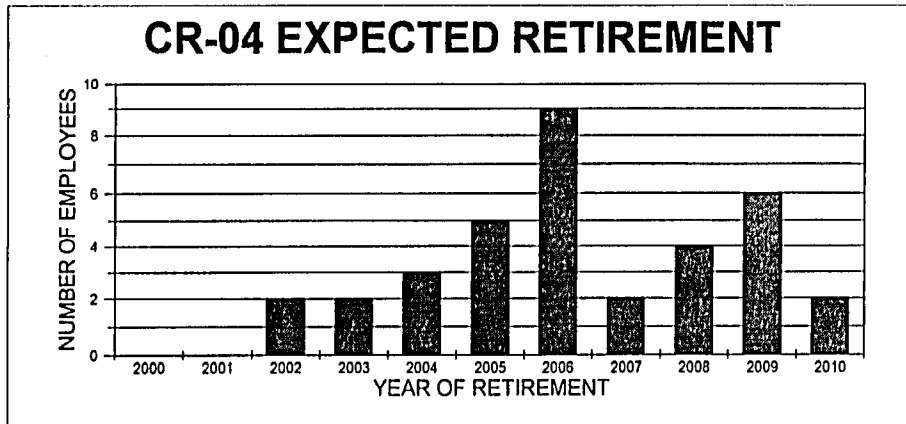
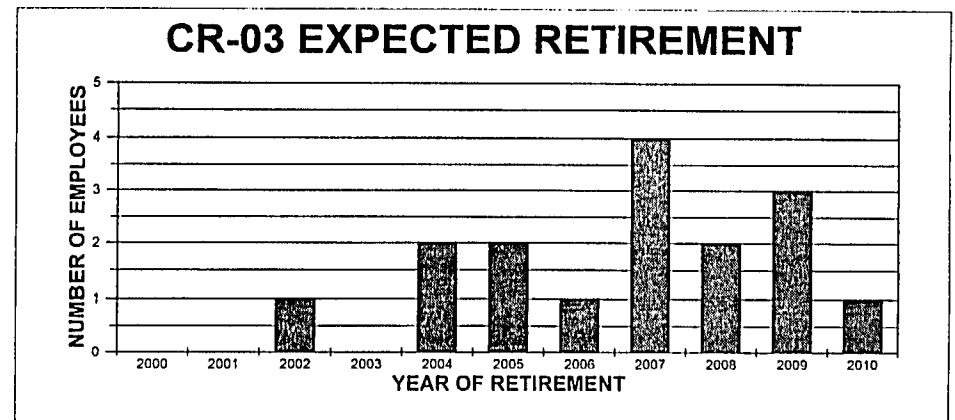
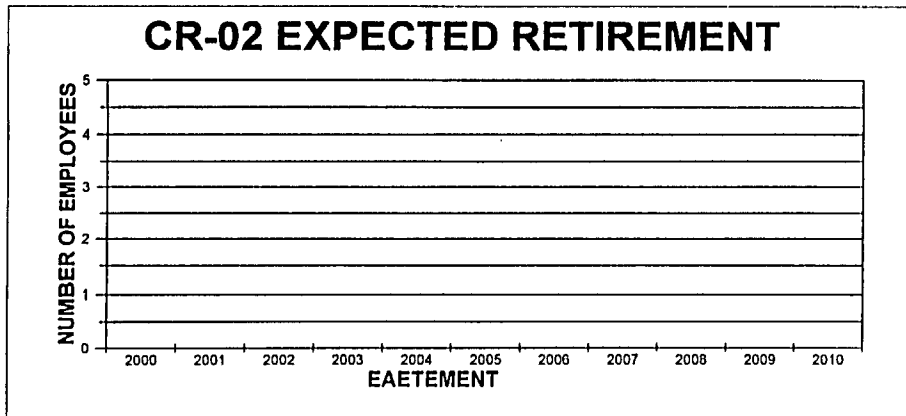
CR-05 AGE BREAKDOWN



TOTAL AGE BREAKDOWN CR LEVELS 2-5

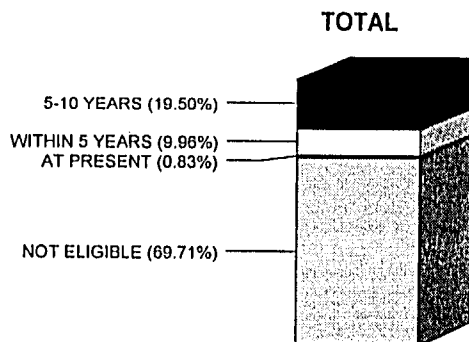
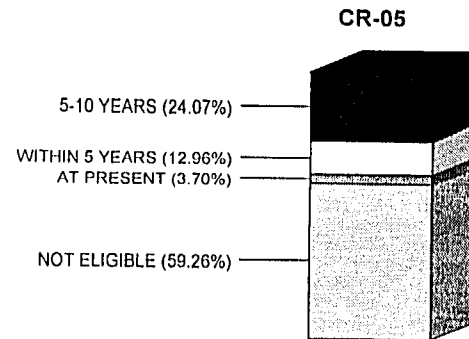
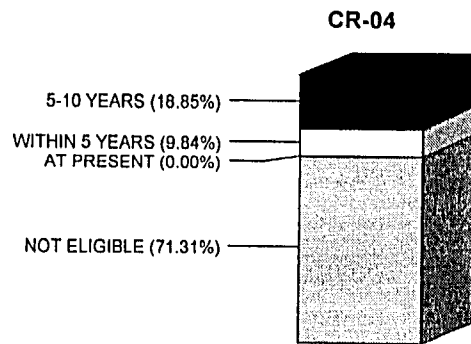
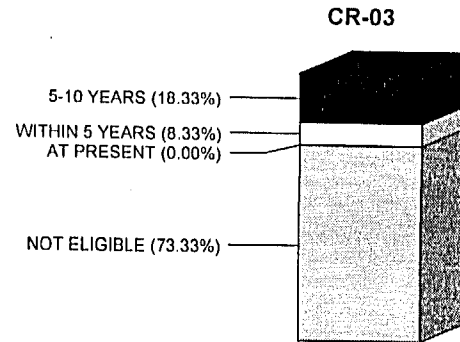
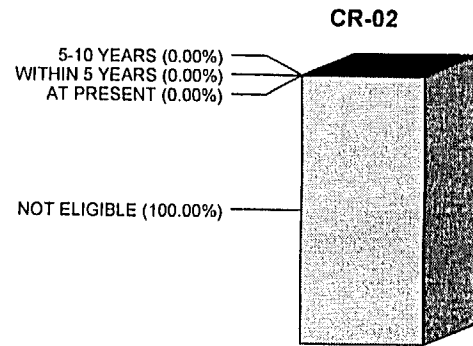


NON-ROTATIONAL CLERICAL PERSONNEL (CR) LEVELS 2-5 EXPECTED RETIREMENT*



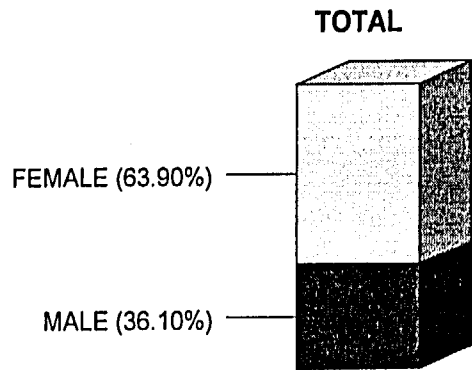
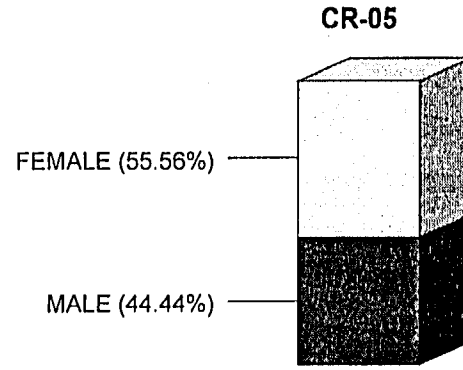
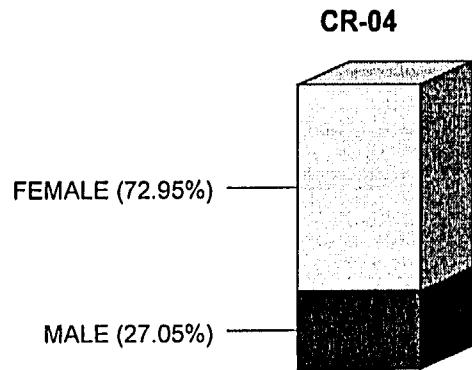
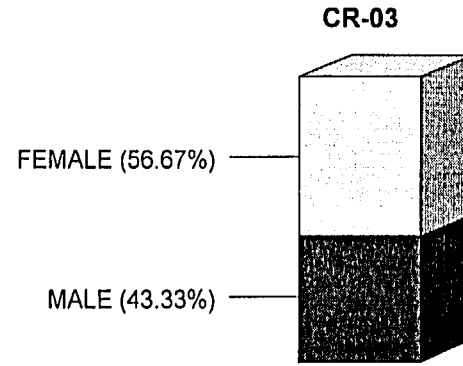
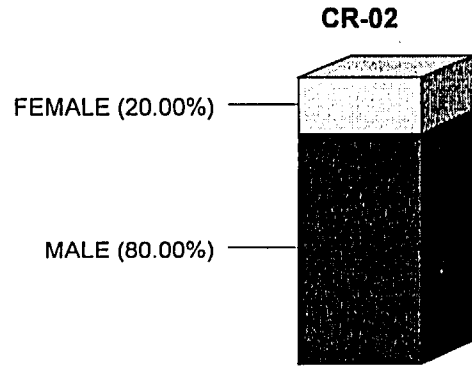
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL CR RETIREMENT POTENTIAL TIME RANGES*



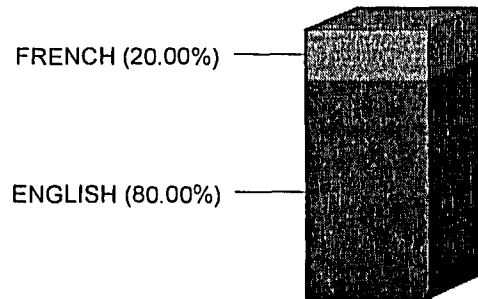
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL CR GENDER DISTRIBUTION

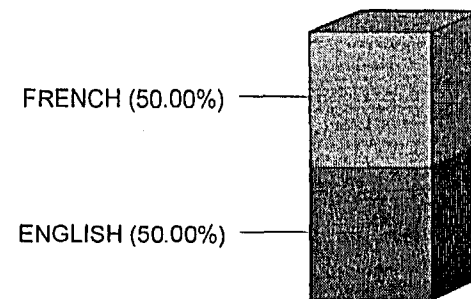


NON-ROTATIONAL CR LINGUISTIC DISTRIBUTION

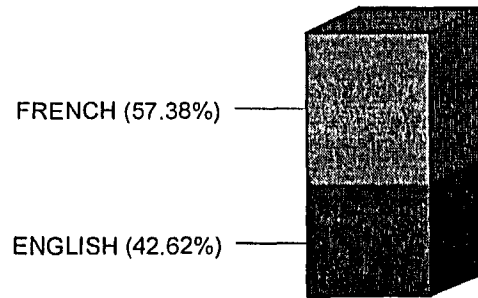
CR-02



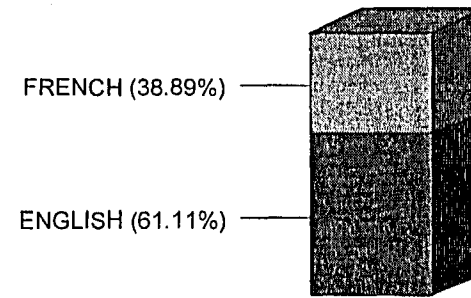
CR-03



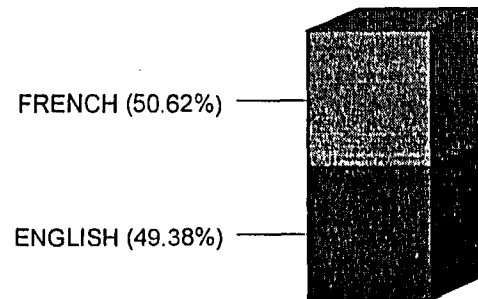
CR-04



CR-05



TOTAL



SUMMARY OF NON-ROTATIONAL CLERICAL PERSONNEL (CR) LEVELS 2-5

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
CR-02	4	1	5
CR-03	30	30	60
CR-04	52	70	122
CR-05	33	21	54
TOTAL	119	122	241

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
CR-02	0%	20%	20%	20%	0%	20%	20%	0%	0%	0%	5
CR-03	0%	2%	15%	18%	13%	22%	15%	10%	5%	0%	60
CR-04	0%	1%	8%	21%	13%	30%	16%	7%	5%	0%	122
CR-05	0%	0%	6%	11%	19%	37%	17%	6%	6%	0%	54
TOTAL	0%	1%	10%	18%	14%	29%	16%	7%	5%	0%	241

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
CR-02	100%	0%	0%	0%	5
CR-03	73%	0%	8%	18%	60
CR-04	71%	0%	10%	19%	122
CR-05	59%	4%	13%	24%	54
TOTAL	70%	1%	10%	20%	241

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
CR-02	60%	20%	20%	0%	0%	0%	5
CR-03	23%	23%	38%	15%	0%	0%	60
CR-04	18%	19%	41%	22%	0%	0%	122
CR-05	11%	7%	37%	39%	4%	2%	54
TOTAL	19%	17%	39%	24%	1%	0%	241

GENDER DISTRIBUTION

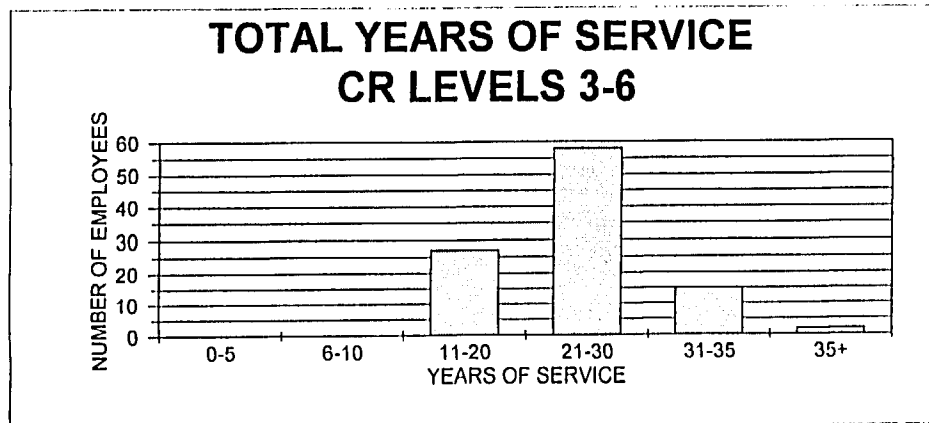
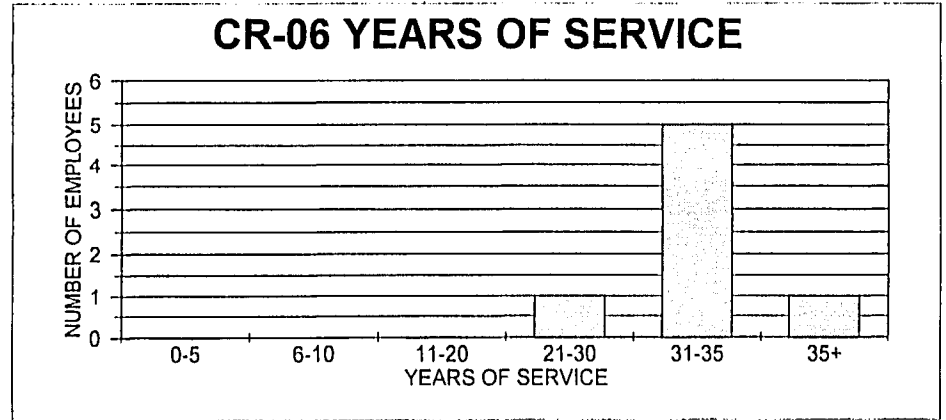
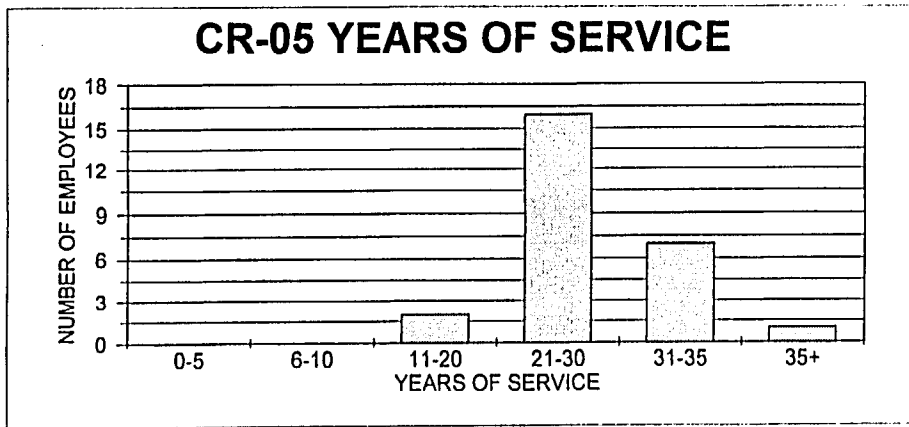
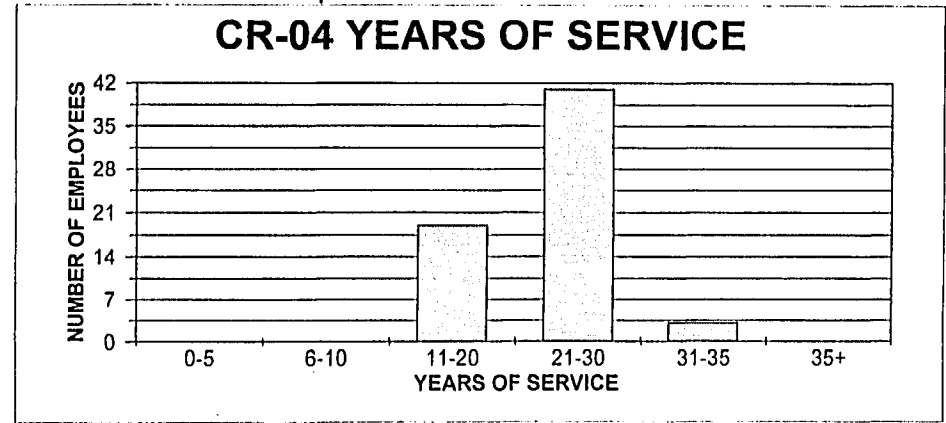
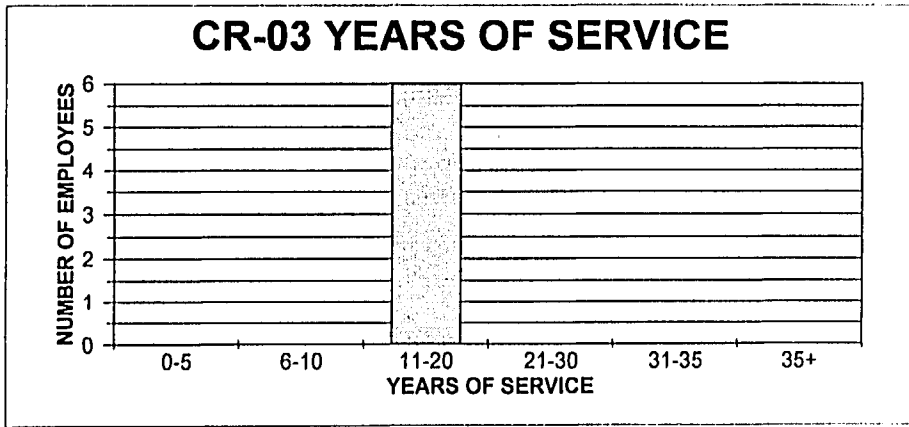
LEVEL	MALE	FEMALE	TOTAL
CR-02	4	1	5
CR-03	26	34	60
CR-04	33	89	122
CR-05	24	30	54
TOTAL	87	154	241

EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
CR-02	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
CR-03	0	0%	0	0%	1	2%	0	0%	2	3%	2	4%	1	2%	4	7%	2	4%	3	6%	1	2%
CR-04	0	0%	0	0%	2	2%	2	2%	3	3%	5	4%	9	8%	2	2%	4	4%	6	6%	2	2%
CR-05	2	4%	0	0%	1	2%	3	6%	2	4%	1	2%	2	4%	4	9%	4	10%	1	3%	2	6%
TOTAL	2	1%	0	0%	4	2%	5	2%	7	3%	8	4%	12	6%	10	5%	10	5%	10	5%	5	3%

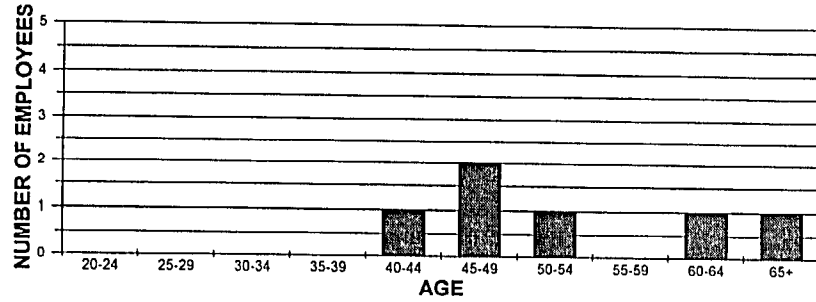
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL CLERICAL PERSONNEL (CR) LEVELS 3-6 YEARS OF SERVICE

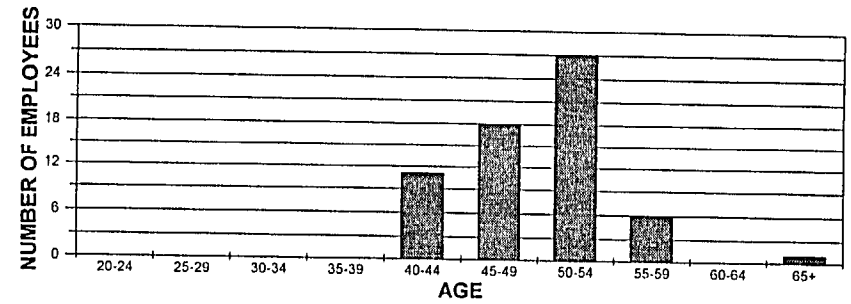


ROTATIONAL CLERICAL PERSONNEL (CR) LEVELS 3-6 AGE BREAKDOWN

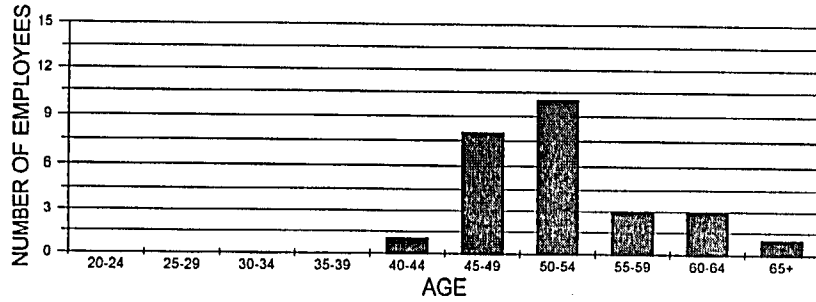
CR-03 AGE BREAKDOWN



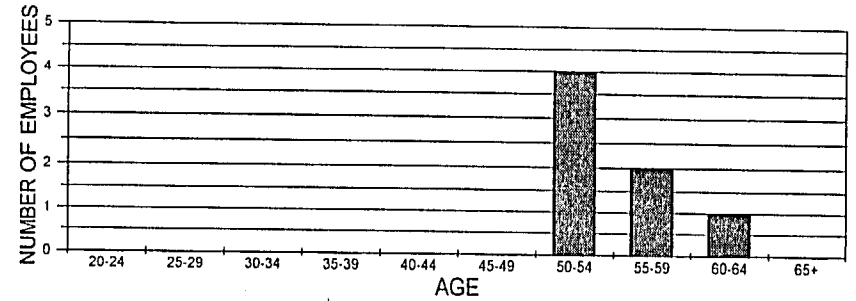
CR-04 AGE BREAKDOWN



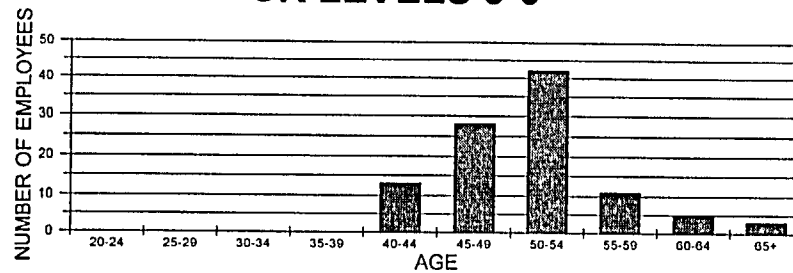
CR-05 AGE BREAKDOWN



CR-06 AGE BREAKDOWN

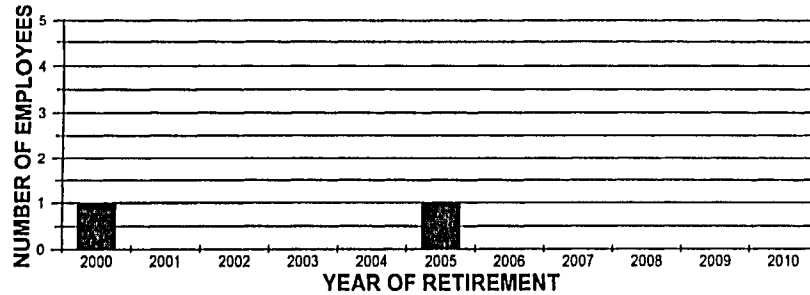


TOTAL AGE BREAKDOWN CR LEVELS 3-6

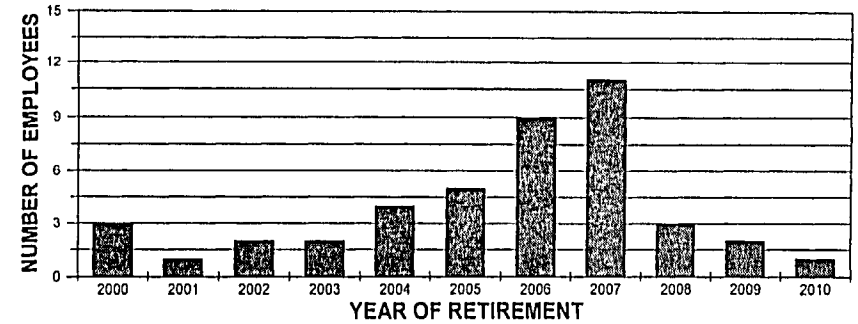


ROTATIONAL CLERICAL PERSONNEL (CR) LEVELS 3-6 EXPECTED RETIREMENT*

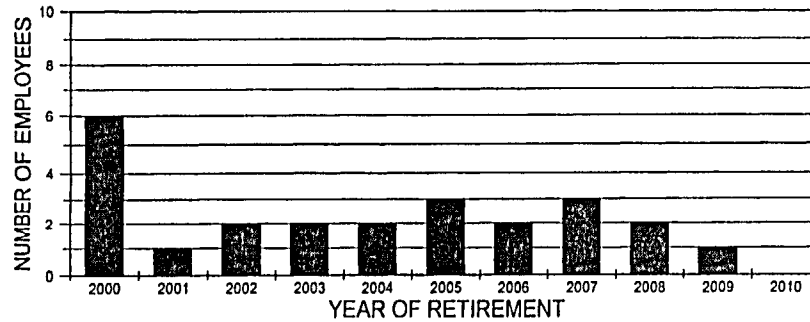
CR-03 EXPECTED RETIREMENT



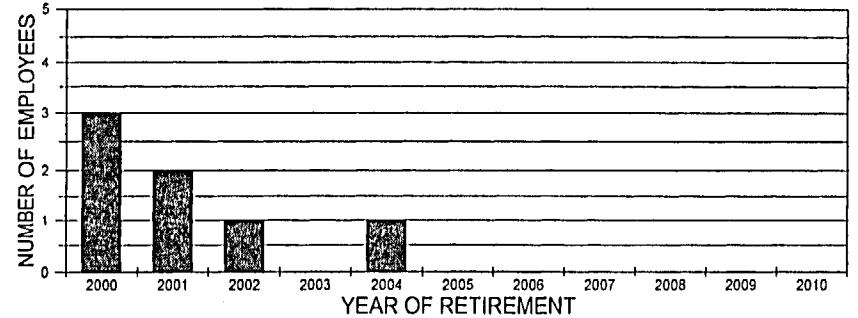
CR-04 EXPECTED RETIREMENT



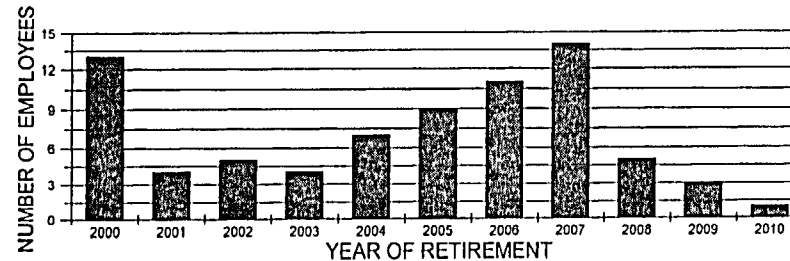
CR-05 EXPECTED RETIREMENT



CR-06 EXPECTED RETIREMENT



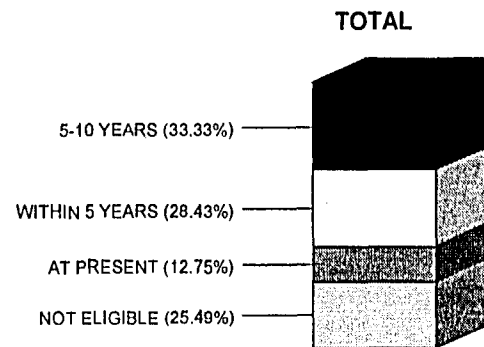
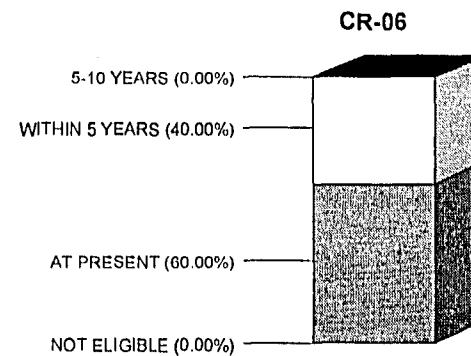
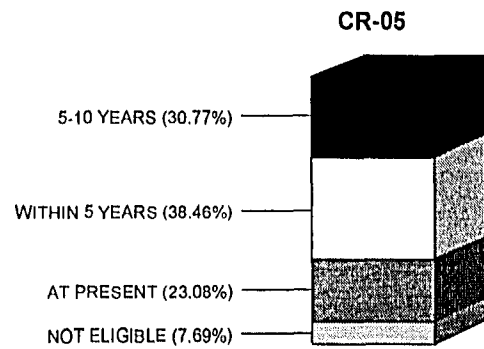
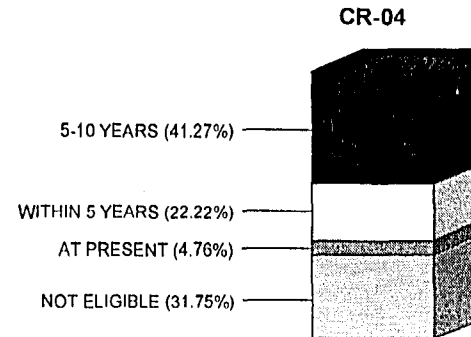
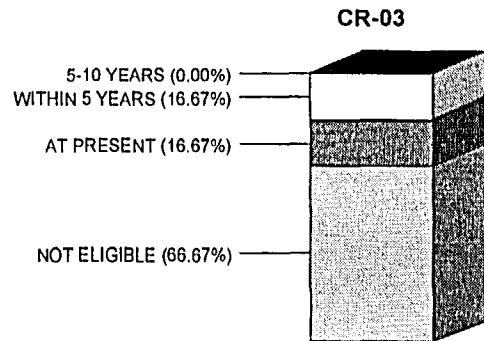
TOTAL EXPECTED RETIREMENT CR LEVELS 3-6



*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL CR RETIREMENT POTENTIAL*

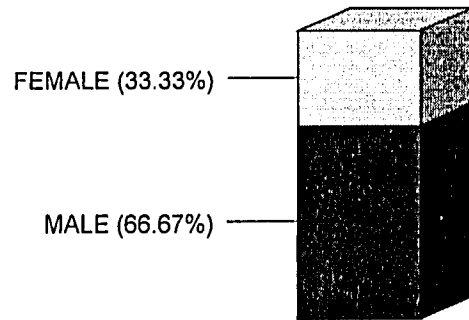
TIME RANGES



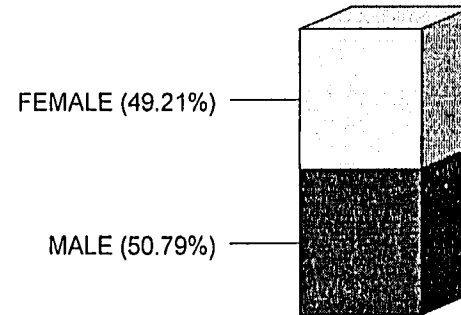
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL CR GENDER DISTRIBUTION

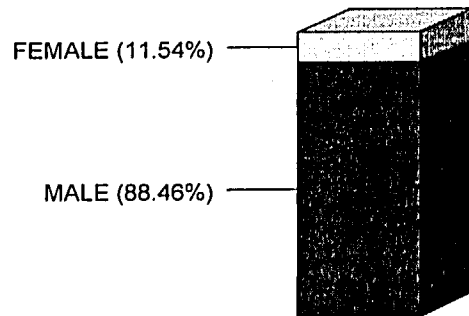
CR-03



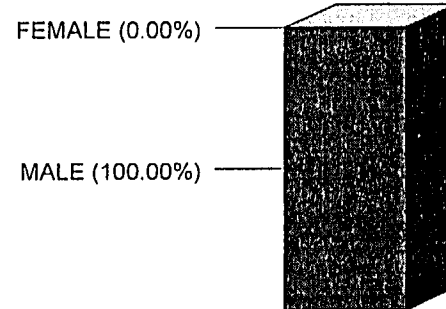
CR-04



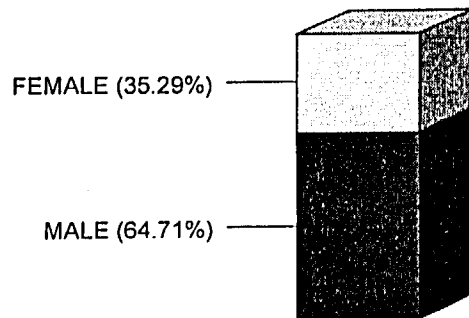
CR-05



CR-06

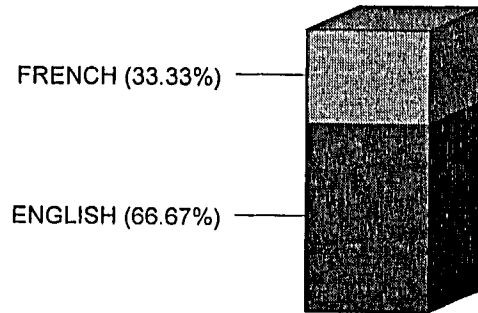


TOTAL

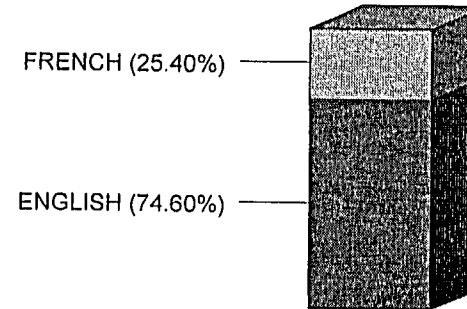


ROTATIONAL CR LINGUISTIC DISTRIBUTION

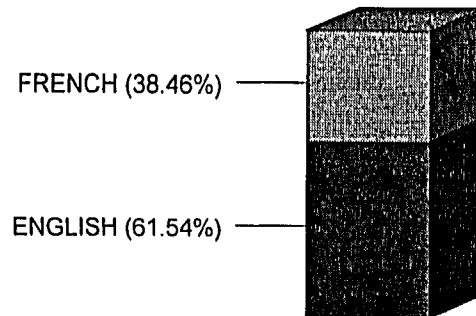
CR-03



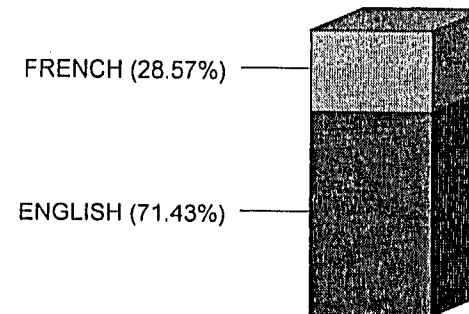
CR-04



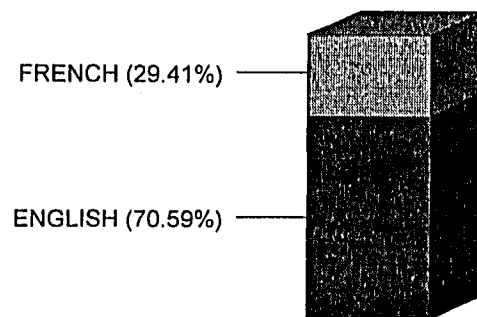
CR-05



CR-06



TOTAL



SUMMARY OF ROTATIONAL CLERICAL PERSONNEL (CR) LEVELS 3-6

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
CR-03	4	2	6
CR-04	47	16	63
CR-05	16	10	26
CR-06	5	2	7
TOTAL	72	30	102

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
CR-03	0%	0%	0%	0%	17%	33%	17%	0%	17%	17%	6
CR-04	0%	0%	0%	0%	17%	29%	43%	10%	0%	2%	63
CR-05	0%	0%	0%	0%	4%	31%	38%	12%	12%	4%	26
CR-06	0%	0%	0%	0%	0%	0%	57%	29%	14%	0%	7
TOTAL	0%	0%	0%	0%	13%	27%	41%	11%	5%	3%	102

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
CR-03	67%	17%	17%	0%	6
CR-04	32%	5%	22%	41%	63
CR-05	8%	23%	38%	31%	26
CR-06	0%	86%	57%	0%	7
TOTAL	25%	13%	28%	33%	102

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
CR-03	60%	20%	20%	0%	0%	0%	6
CR-04	23%	23%	38%	15%	0%	0%	63
CR-05	18%	19%	41%	22%	0%	0%	26
CR-06	11%	7%	37%	39%	4%	2%	7
TOTAL	19%	17%	39%	24%	1%	0%	102

GENDER DISTRIBUTION

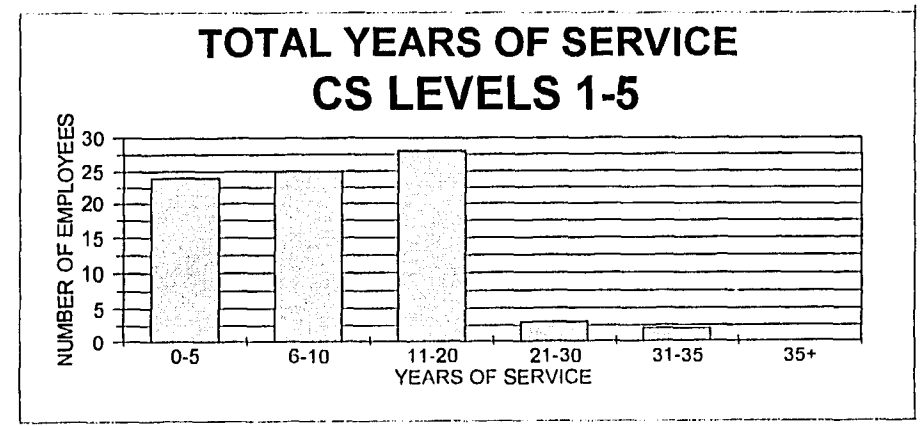
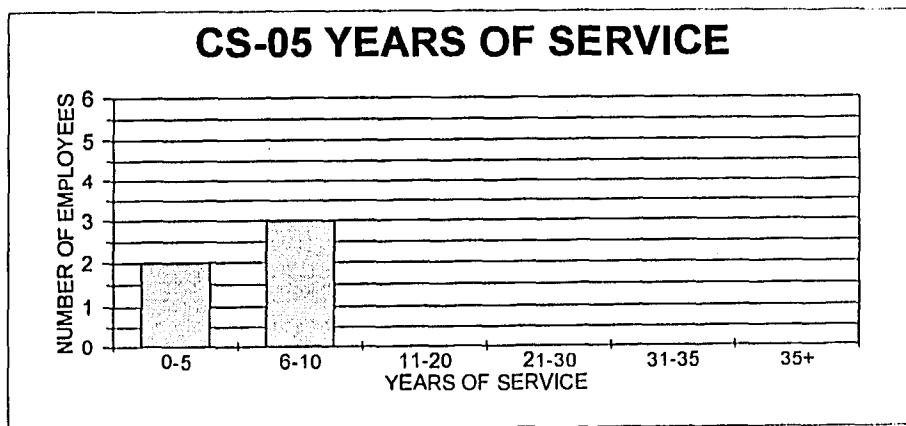
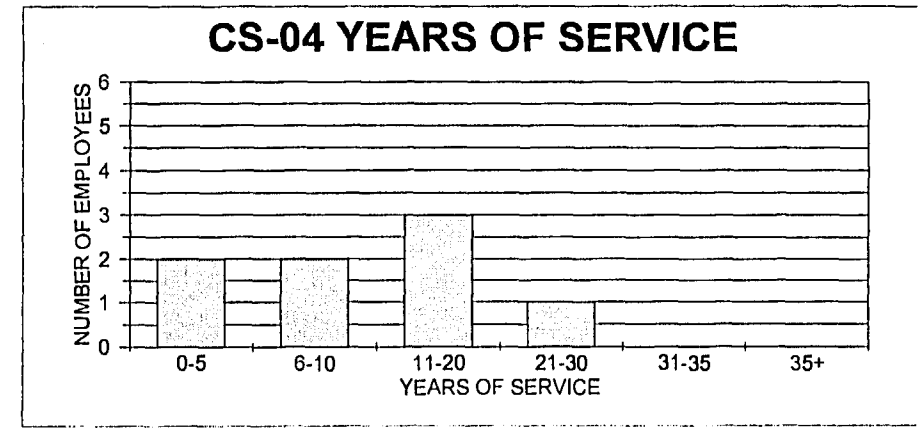
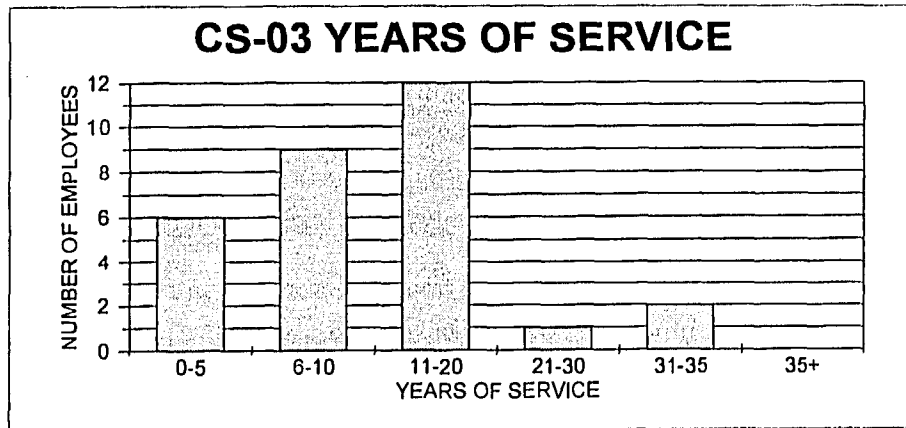
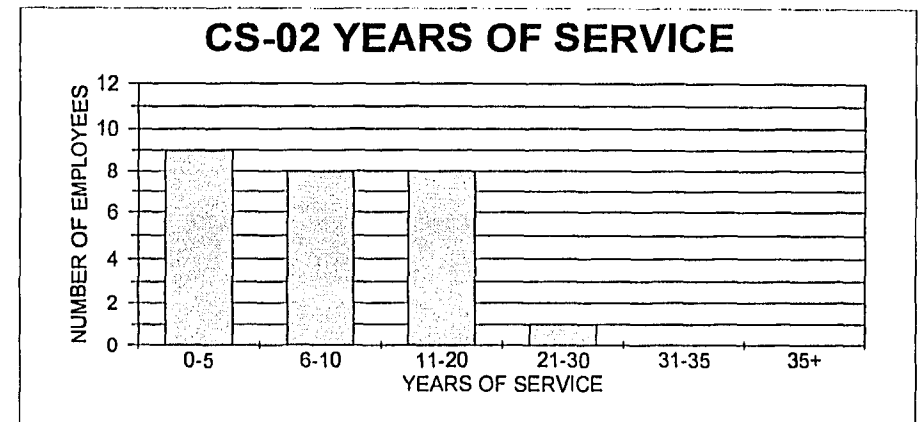
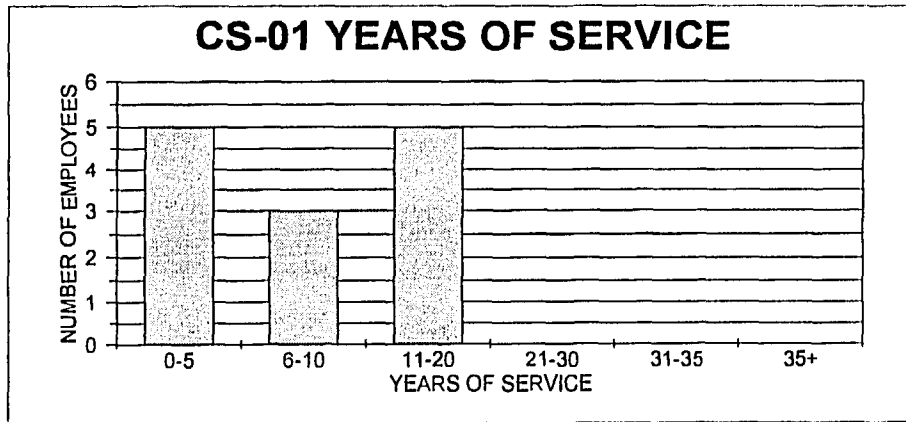
LEVEL	MALE	FEMALE	TOTAL
CR-03	4	2	6
CR-04	32	31	63
CR-05	23	3	26
CR-06	7	0	7
TOTAL	66	36	102

EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
CR-03	1	17%	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%
CR-04	3	5%	1	2%	2	3%	2	4%	4	7%	5	10%	9	20%	11	30%	3	12%	2	9%	1	5%
CR-05	6	23%	1	5%	2	11%	2	12%	2	13%	3	23%	2	20%	3	38%	2	40%	1	33%	0	0%
CR-06	3	43%	2	50%	1	50%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	13	13%	4	4%	5	6%	4	5%	7	9%	9	13%	11	18%	14	29%	5	14%	3	10%	1	4%

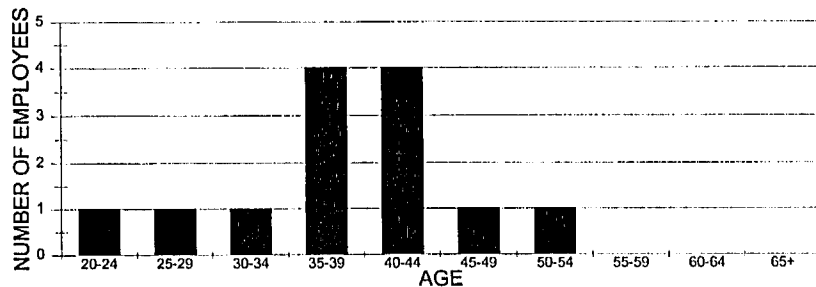
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL COMPUTER SYSTEMS PERSONNEL (CS) LEVELS 1-5 YEARS OF SERVICE

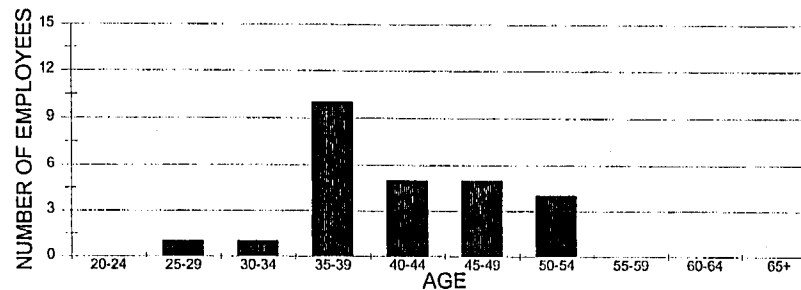


NON-ROTATIONAL COMPUTER SYSTEMS PERSONNEL (CS) LEVELS 1-5 AGE BREAKDOWN

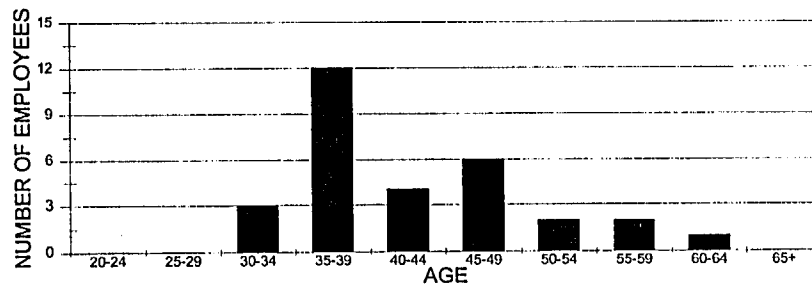
CS-01 AGE BREAKDOWN



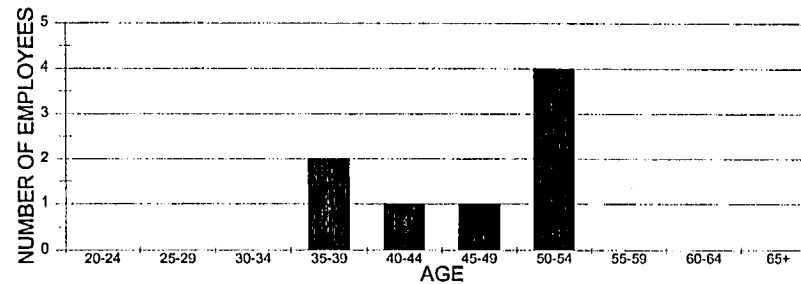
CS-02 AGE BREAKDOWN



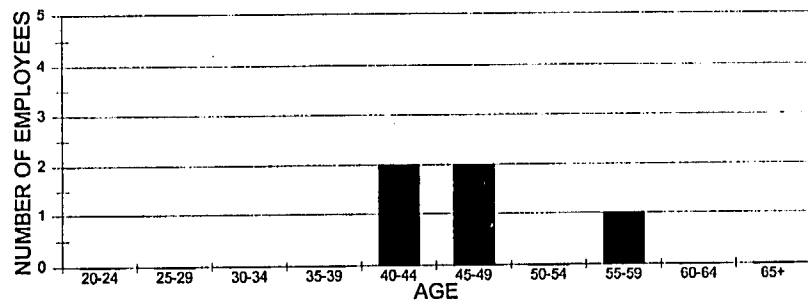
CS-03 AGE BREAKDOWN



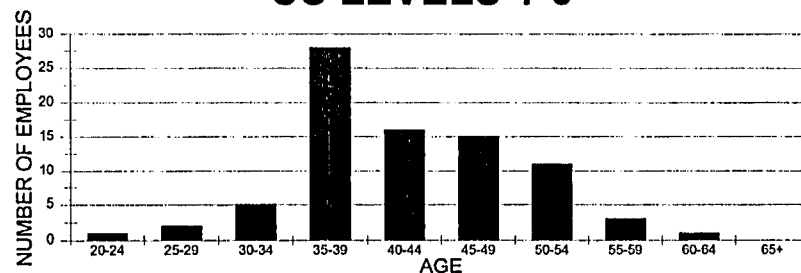
CS-04 AGE BREAKDOWN



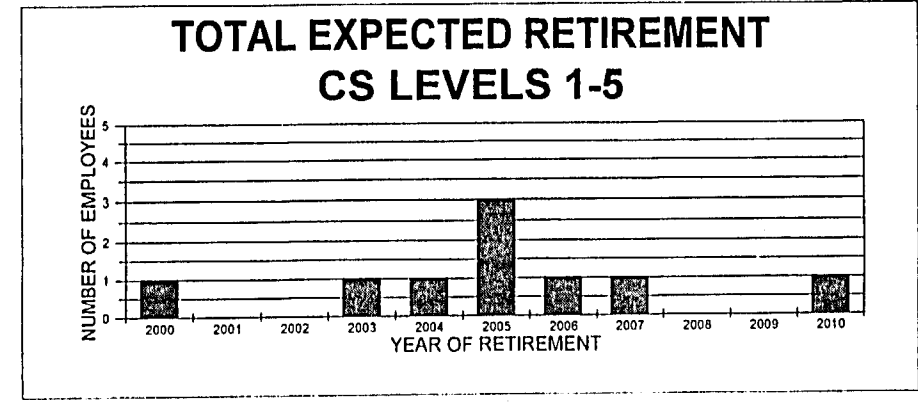
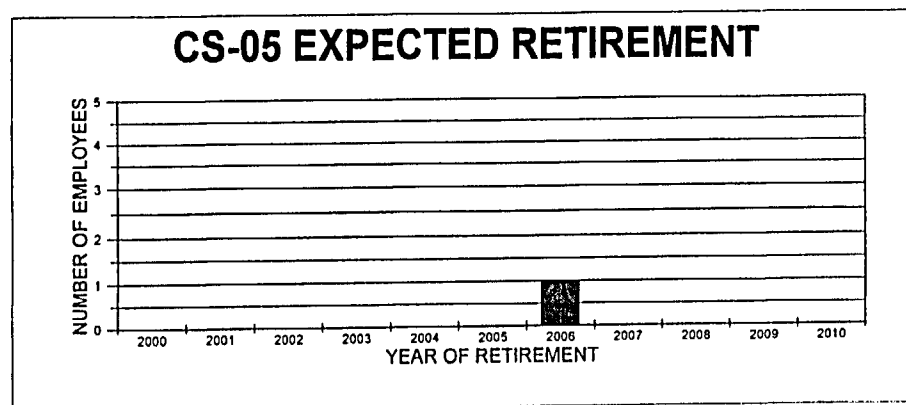
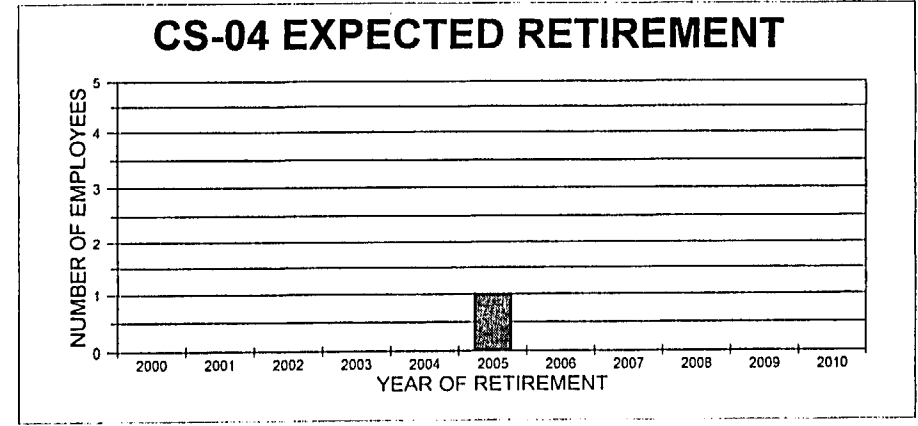
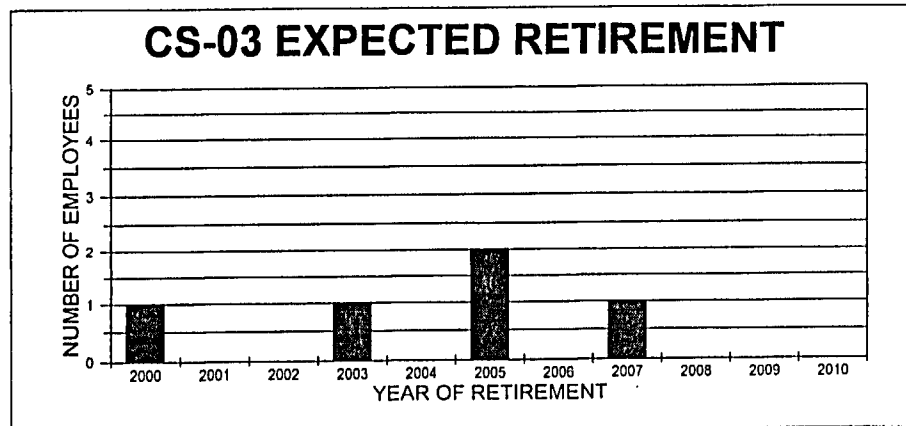
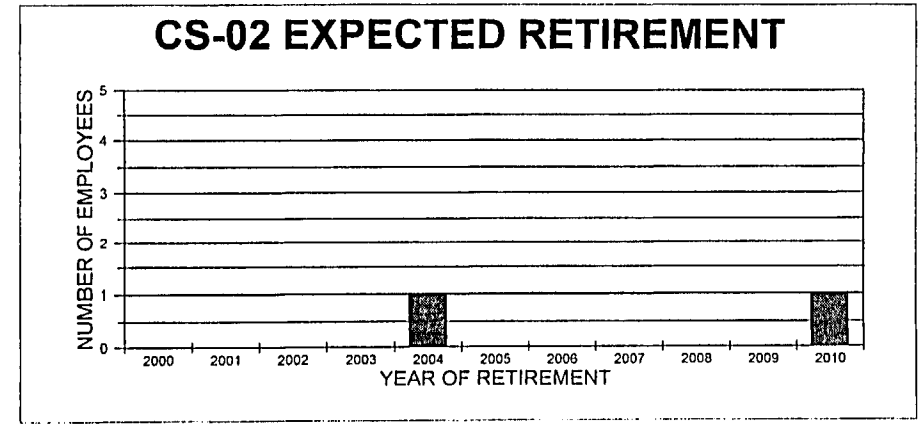
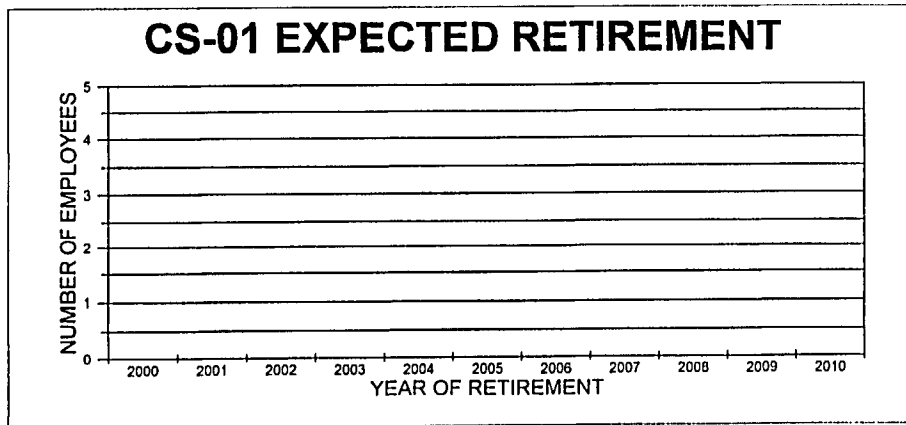
CS-05 AGE BREAKDOWN



TOTAL AGE BREAKDOWN CS LEVELS 1-5

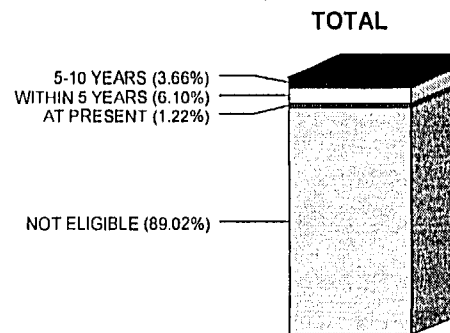
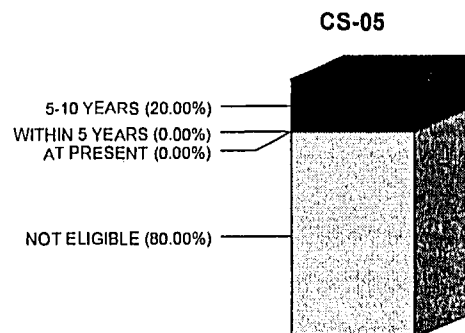
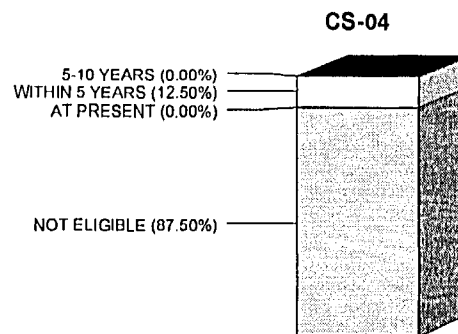
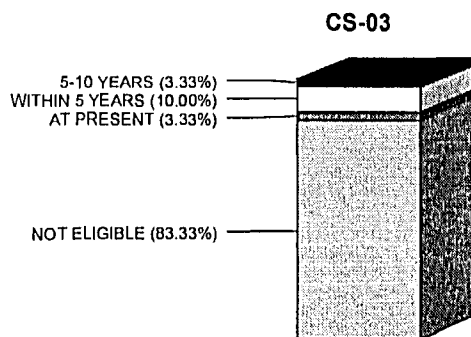
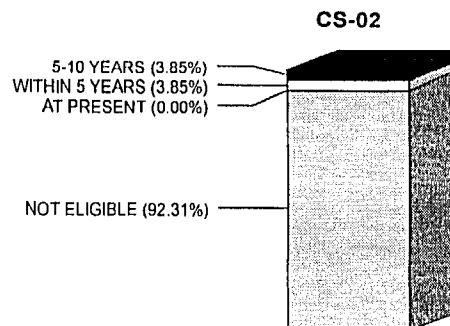
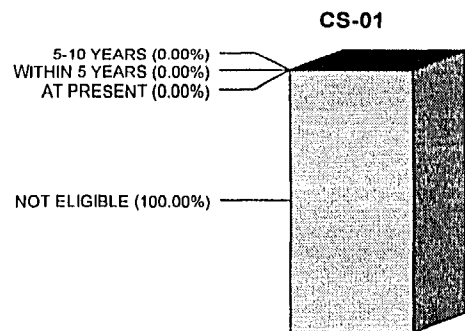


NON-ROTATIONAL COMPUTER SYSTEMS PERSONNEL (CS) LEVELS 1-5 EXPECTED RETIREMENT*



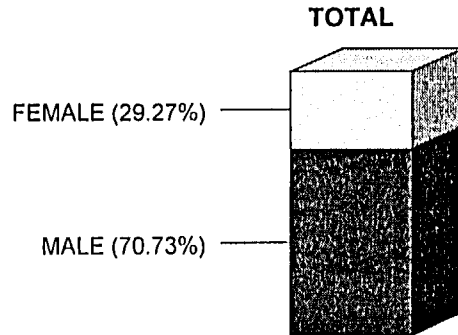
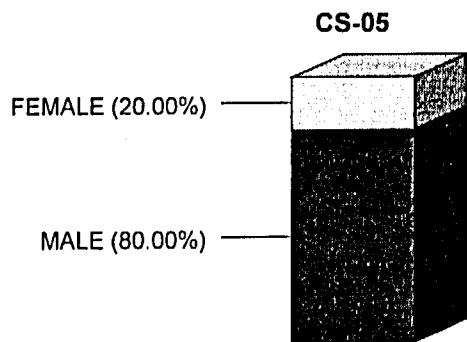
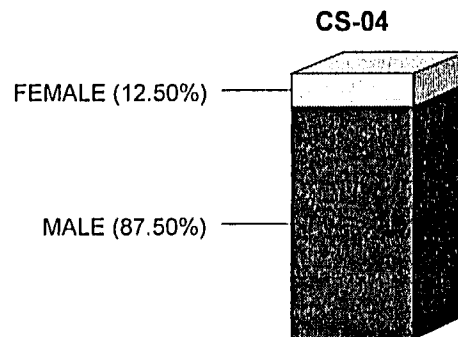
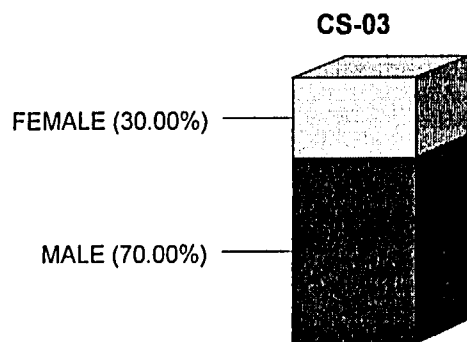
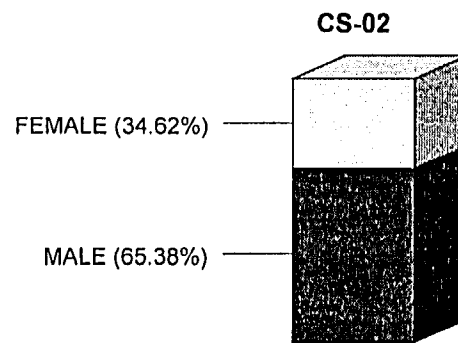
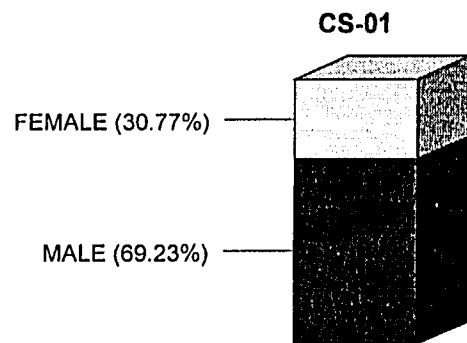
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL CS RETIREMENT POTENTIAL TIME RANGES*

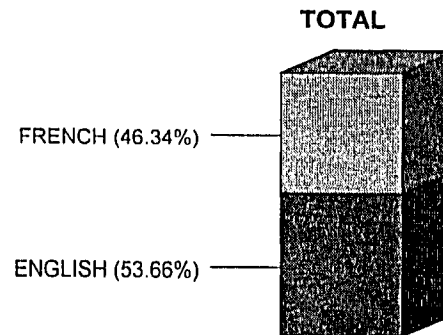
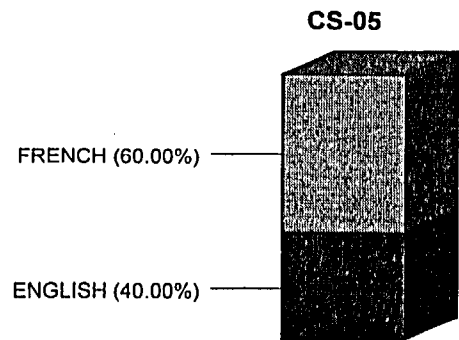
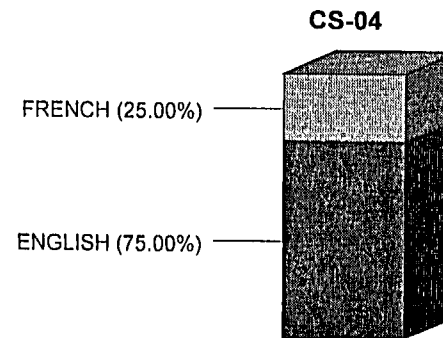
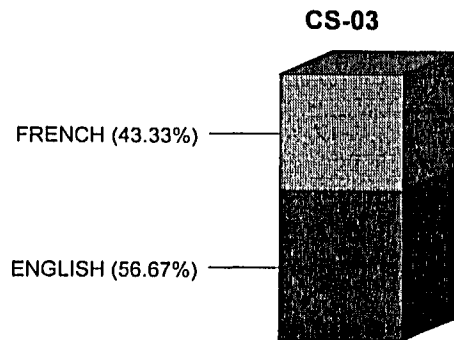
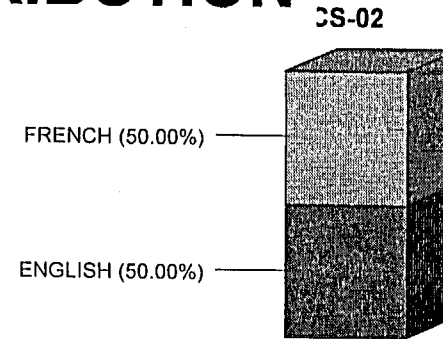
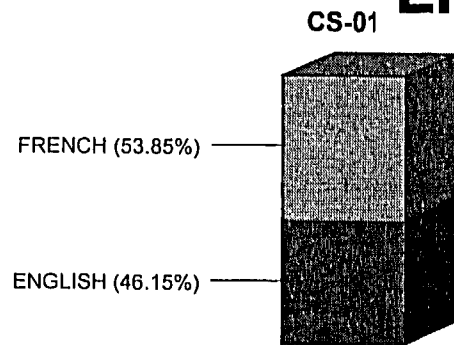


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL CS GENDER DISTRIBUTION



NON-ROTATIONAL CS LINGUISTIC DISTRIBUTION



SUMMARY OF NON-ROTATIONAL COMPUTER SYSTEMS PERSONNEL (CS) LEVELS 1-5

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
CS-01	6	7	13
CS-02	13	13	26
CS-03	17	13	30
CS-04	6	2	8
CS-05	2	3	5
TOTAL	44	38	82

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
CS-01	8%	8%	8%	31%	31%	8%	8%	0%	0%	0%	13
CS-02	0%	4%	4%	38%	19%	19%	15%	0%	0%	0%	26
CS-03	0%	0%	10%	40%	13%	20%	7%	7%	3%	0%	30
CS-04	0%	0%	0%	25%	13%	13%	50%	0%	0%	0%	8
CS-05	0%	0%	0%	0%	40%	40%	0%	20%	0%	0%	5
TOTAL	1%	2%	6%	34%	20%	18%	13%	4%	1%	0%	82

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
CS-01	100%	0%	0%	0%	13
CS-02	92%	0%	4%	4%	26
CS-03	83%	3%	10%	3%	30
CS-04	88%	0%	13%	0%	8
CS-05	80%	0%	0%	20%	5
TOTAL	89%	1%	6%	4%	82

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
CS-01	38%	23%	38%	0%	0%	0%	13
CS-02	35%	31%	31%	4%	0%	0%	26
CS-03	20%	30%	40%	3%	7%	0%	30
CS-04	25%	25%	38%	13%	0%	0%	8
CS-05	40%	60%	0%	0%	0%	0%	5
TOTAL	29%	30%	34%	4%	2%	0%	82

GENDER DISTRUBUTION

LEVEL	MALE	FEMALE	TOTAL
CS-01	9	4	13
CS-02	17	9	26
CS-03	21	9	30
CS-04	7	1	8
CS-05	4	1	5
TOTAL	58	24	82

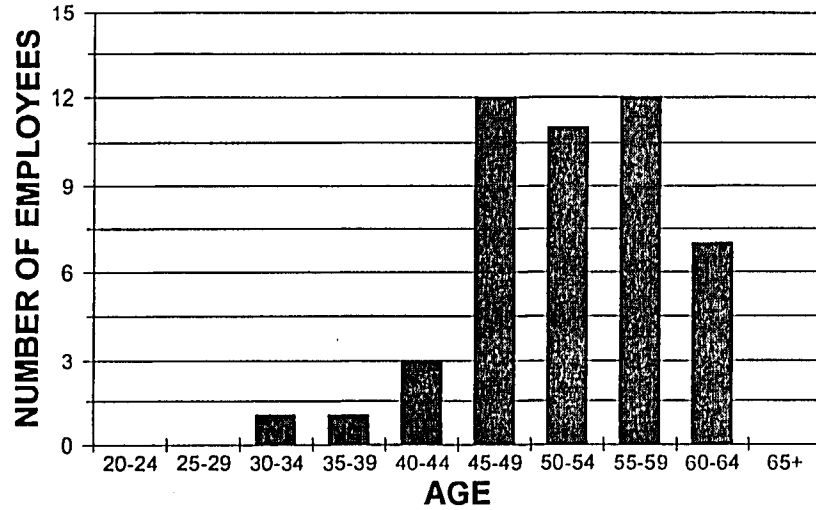
EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
CS-01	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
CS-02	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
CS-03	1	3%	0	0%	0	0%	1	3%	0	0%	2	7%	0	0%	1	4%	0	0%	0	0%	0	0%
CS-04	0	0%	0	0%	0	0%	0	0%	0	0%	1	13%	0	0%	0	0%	0	0%	0	0%	0	0%
CS-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%
TOTAL	1	1%	0	0%	0	0%	1	1%	1	1%	3	4%	1	1%	1	1%	0	0%	0	0%	1	1%

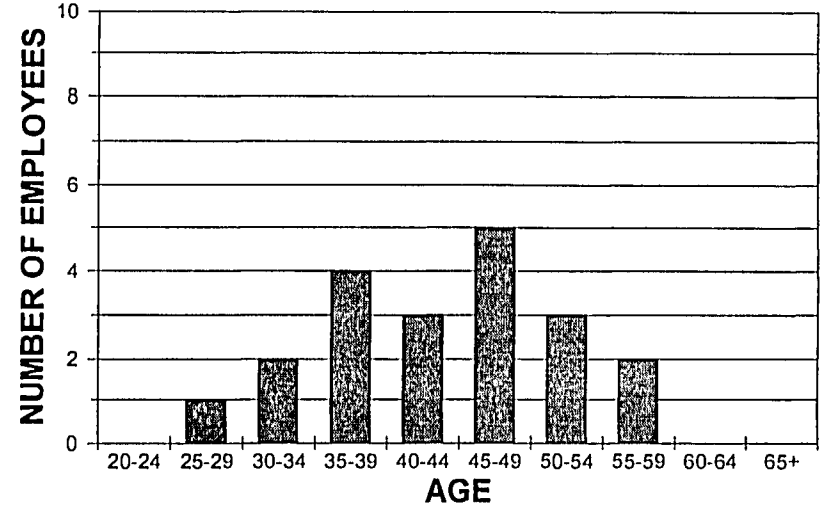
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL COMPUTER SYSTEMS PERSONNEL (CS) LEVELS 1-3 AGE BREAKDOWN

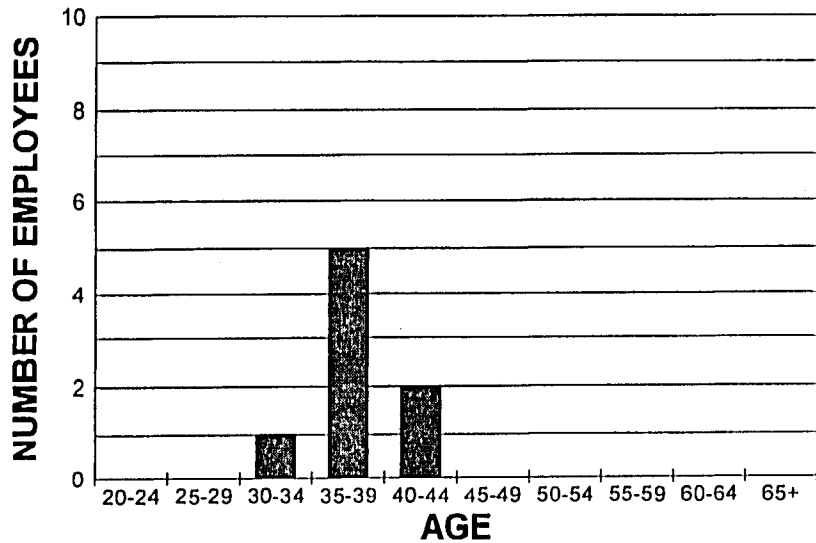
CS-01 AGE BREAKDOWN



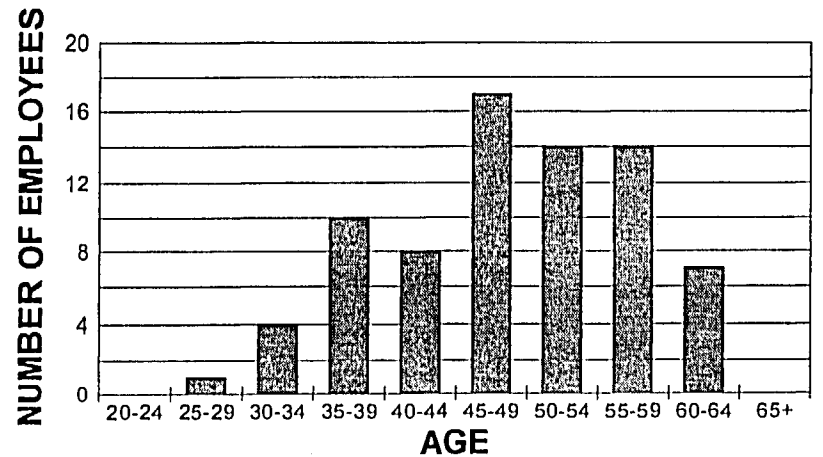
CS-02 AGE BREAKDOWN



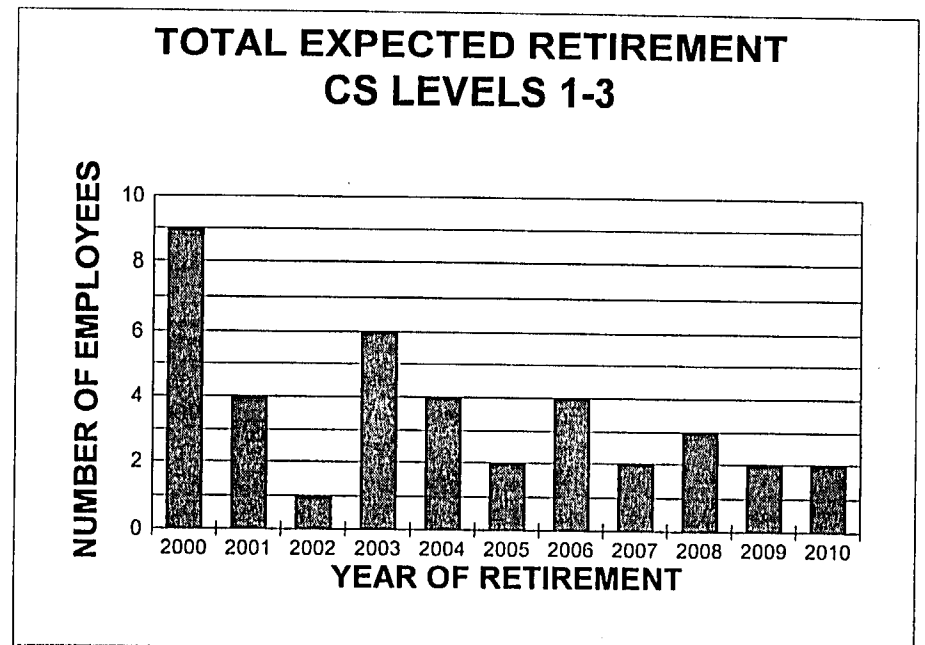
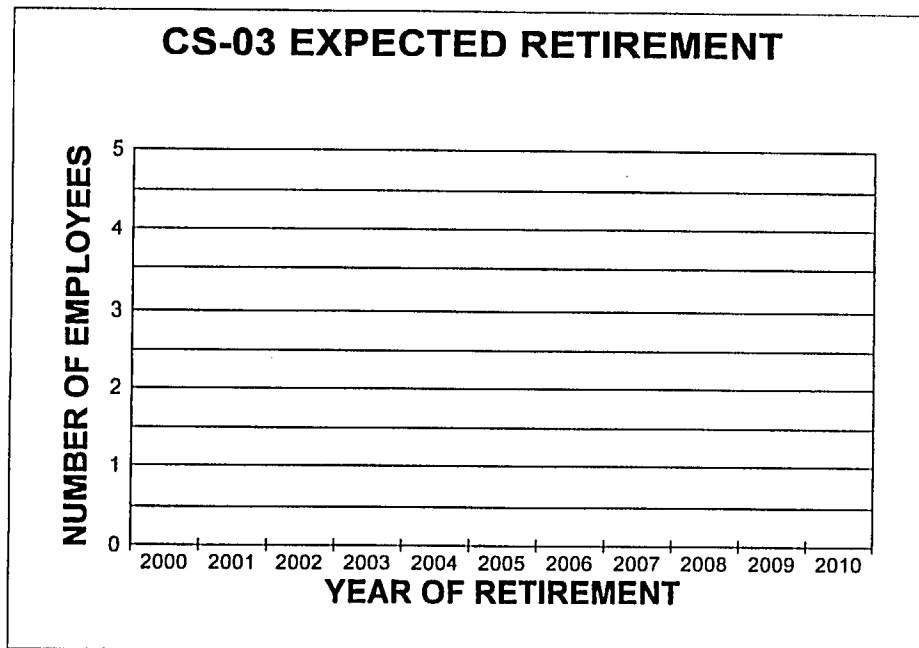
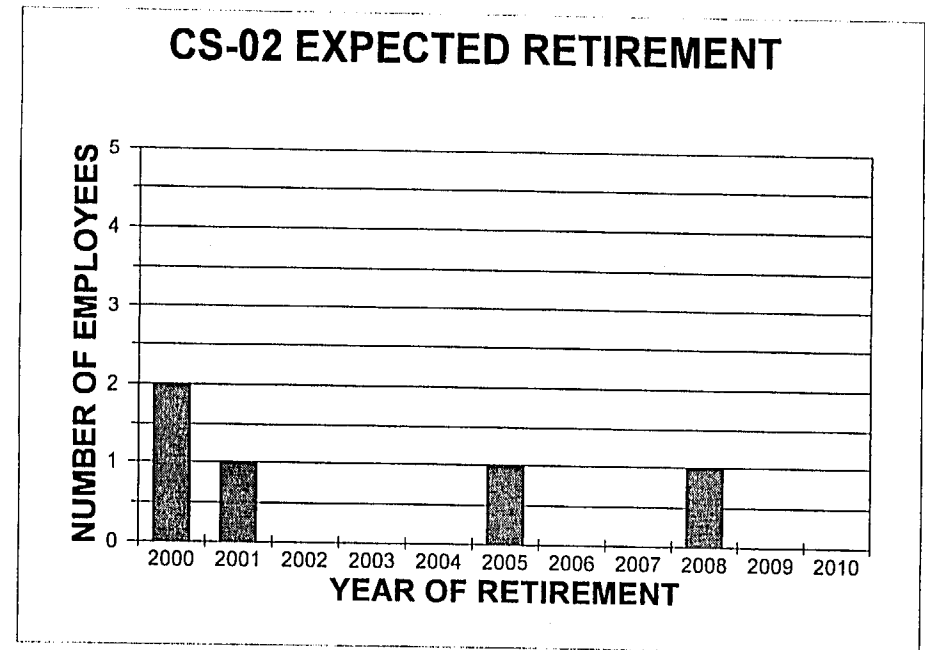
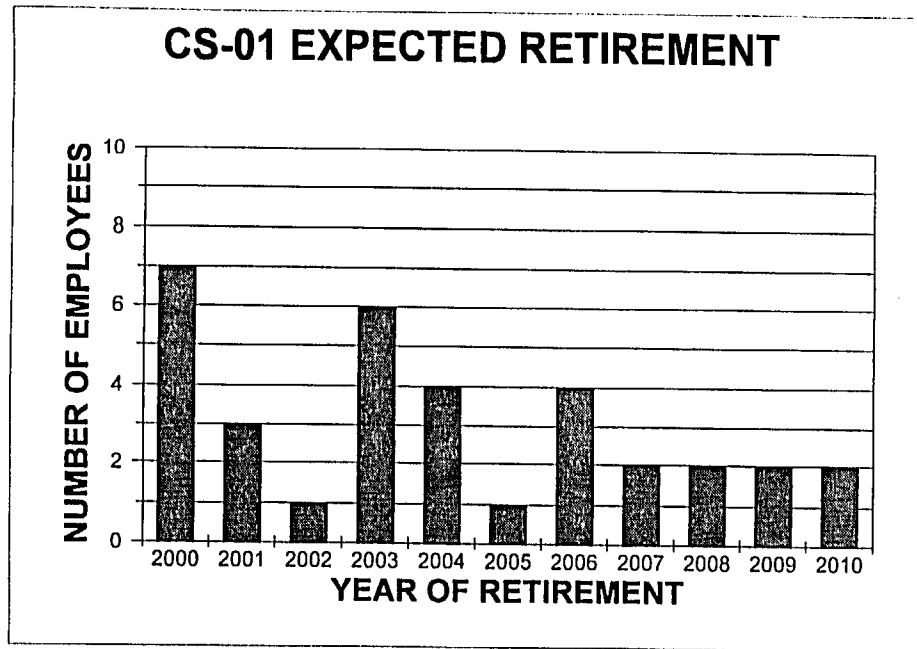
CS-03 AGE BREAKDOWN



TOTAL AGE BREAKDOWN CS LEVELS 1-3



ROTATIONAL COMPUTER SYSTEMS PERSONNEL (CS) LEVELS 1-3 EXPECTED RETIREMENT*

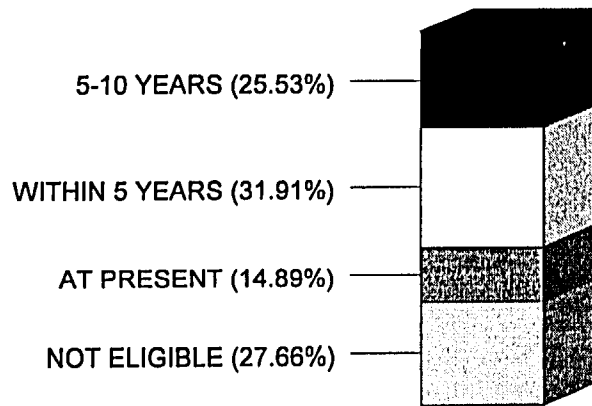


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

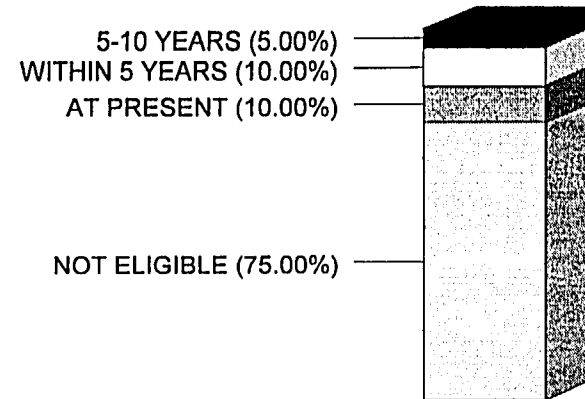
ROTATIONAL CS RETIREMENT POTENTIAL*

TIME RANGES

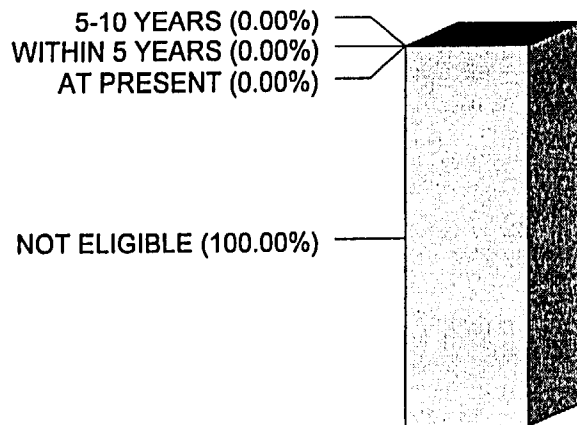
CS-01



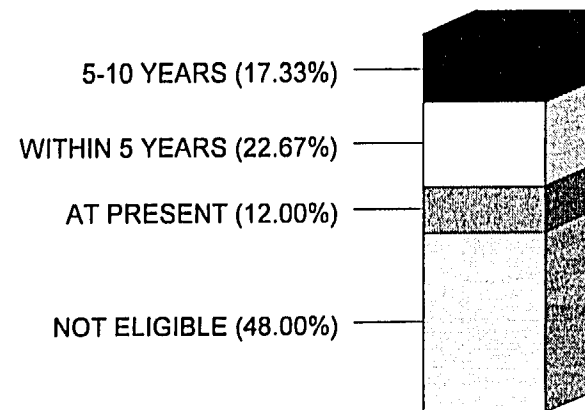
CS-02



CS-03



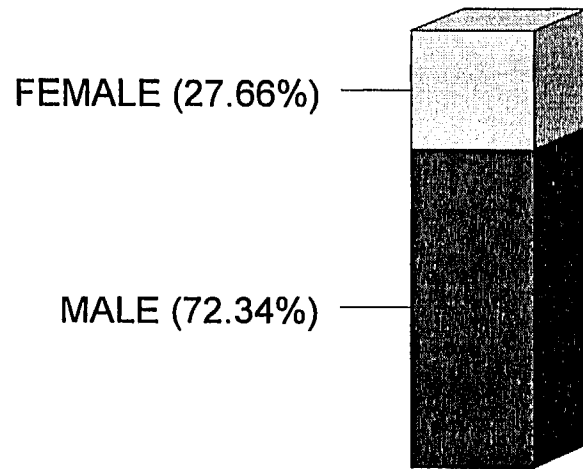
TOTAL



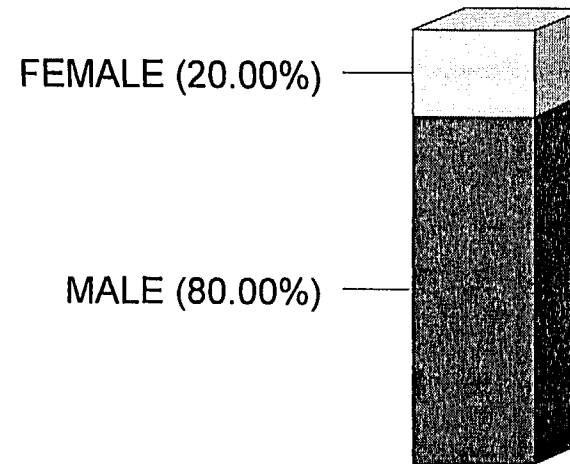
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL CS GENDER DISTRIBUTION

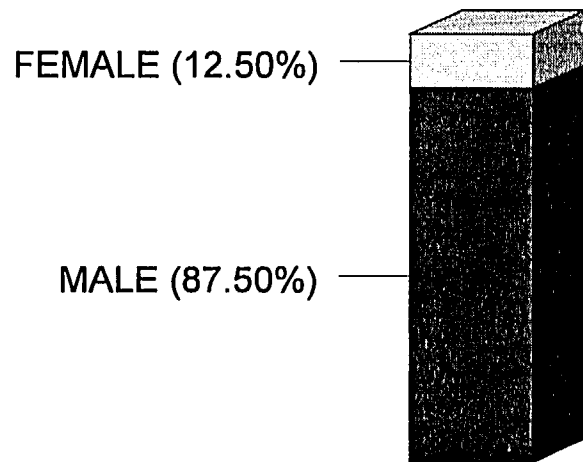
CS-01



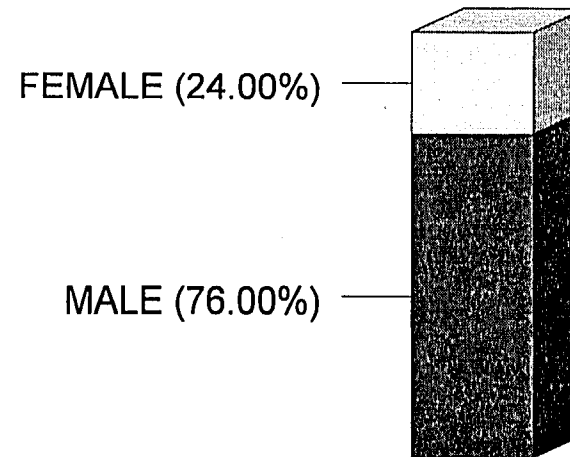
CS-02



CS-03

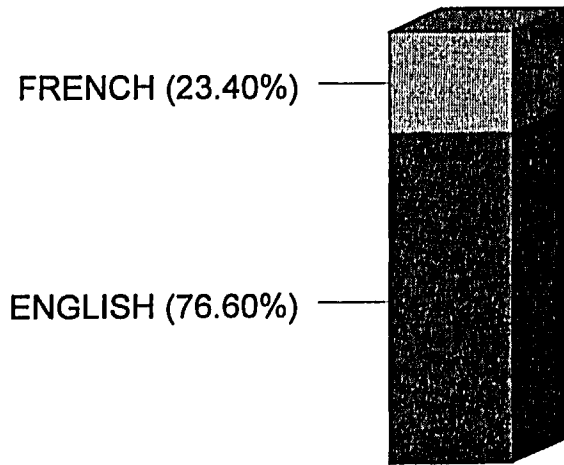


TOTAL

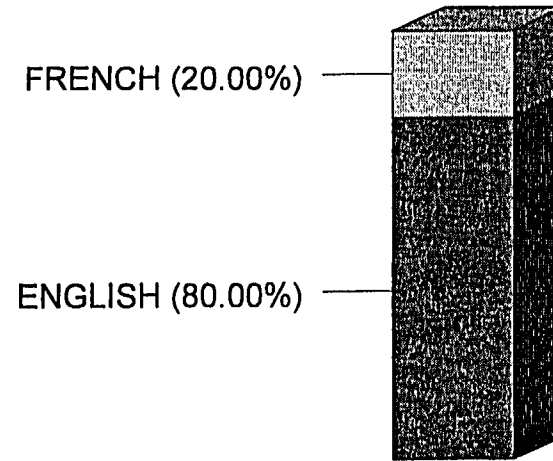


ROTATIONAL CS LINGUISTIC DISTRIBUTION

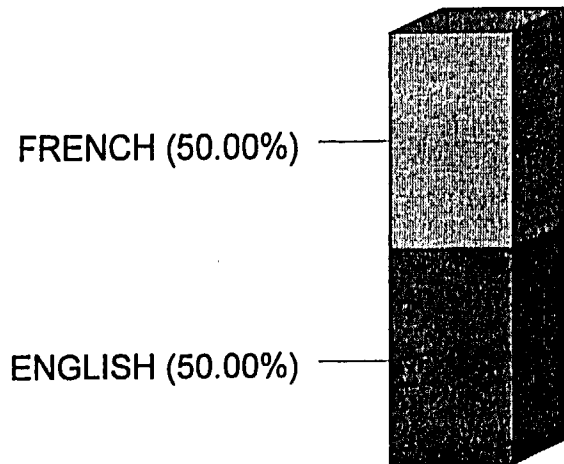
CS-01



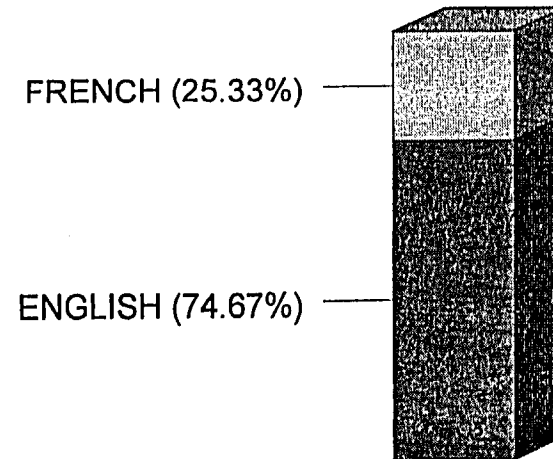
CS-02



CS-03



TOTAL



SUMMARY OF ROTATIONAL COMPUTER SYSTEMS PERSONNEL (CS) LEVELS 1-3

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
CS-01	36	11	47
CS-02	16	4	20
CS-03	4	4	8
TOTAL	56	19	75

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
CS-01	0%	0%	2%	2%	6%	26%	23%	26%	15%	0%	47
CS-02	0%	5%	10%	20%	15%	25%	15%	10%	0%	0%	20
CS-03	0%	0%	13%	63%	25%	0%	0%	0%	0%	0%	8
TOTAL	0%	1%	5%	13%	11%	23%	19%	19%	9%	0%	75

RETIREMENT POTENTIAL *

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
CS-01	28%	15%	32%	26%	47
CS-02	75%	10%	10%	5%	20
CS-03	100%	0%	0%	0%	8
TOTAL	48%	12%	23%	17%	75

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
CS-01	4%	2%	34%	43%	13%	4%	47
CS-02	20%	25%	30%	10%	15%	0%	20
CS-03	13%	50%	38%	0%	0%	0%	8
TOTAL	9%	13%	33%	29%	12%	3%	75

GENDER DISTRIBUTION

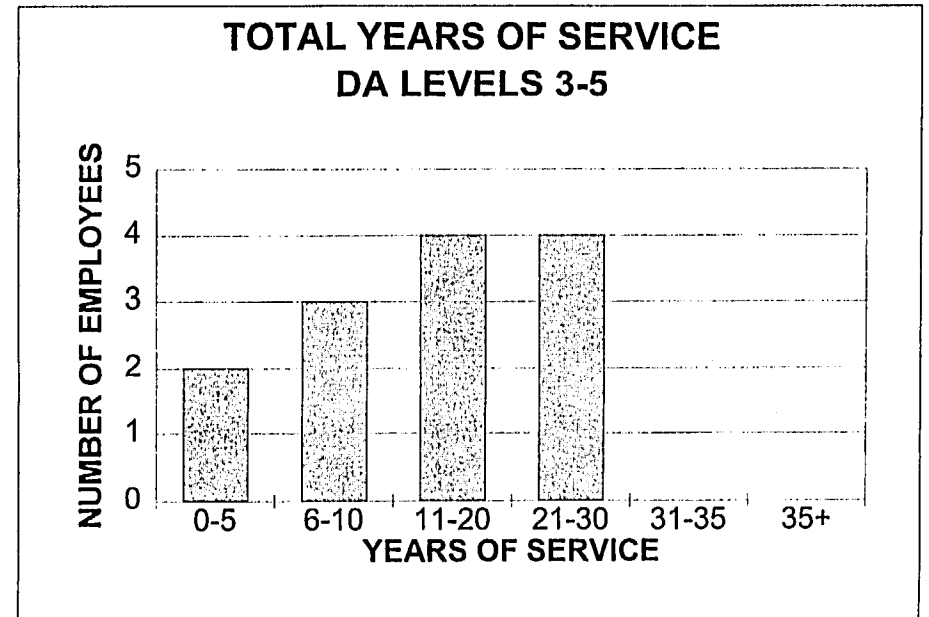
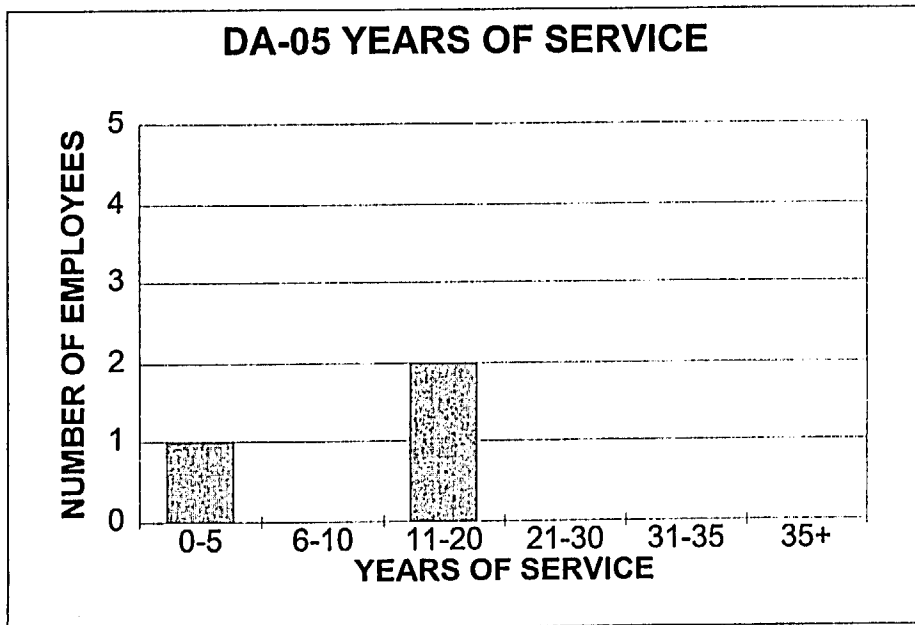
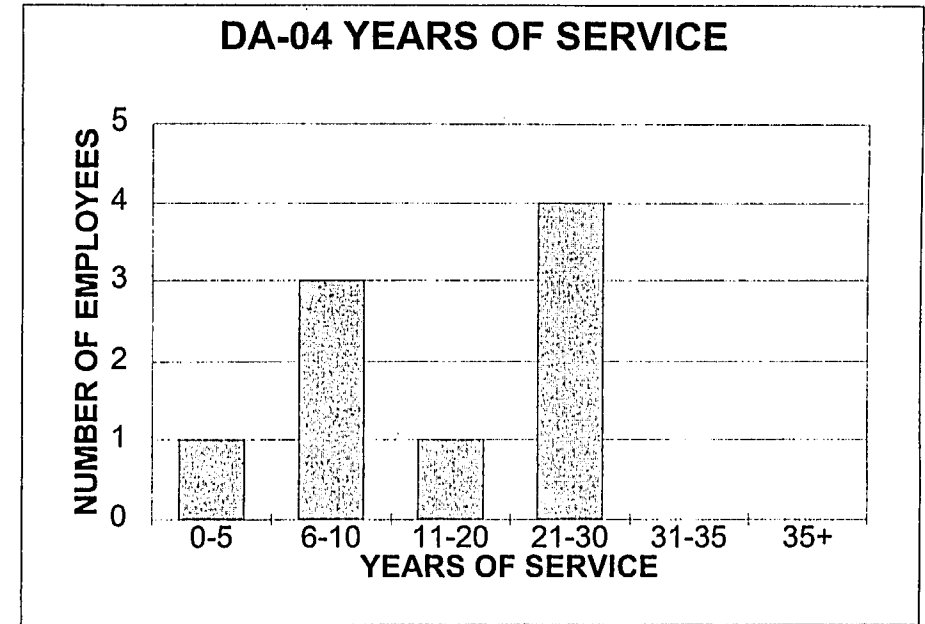
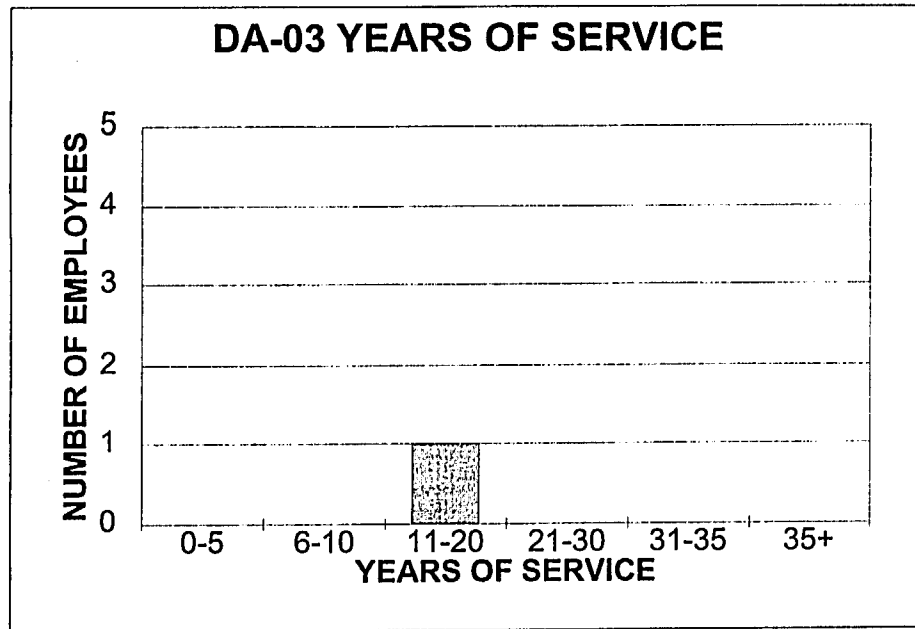
LEVEL	MALE	FEMALE	TOTAL
CS-01	34	13	47
CS-02	16	4	20
CS-03	7	1	8
TOTAL	57	18	75

EXPECTED RETIREMENT BREAKDOWN*

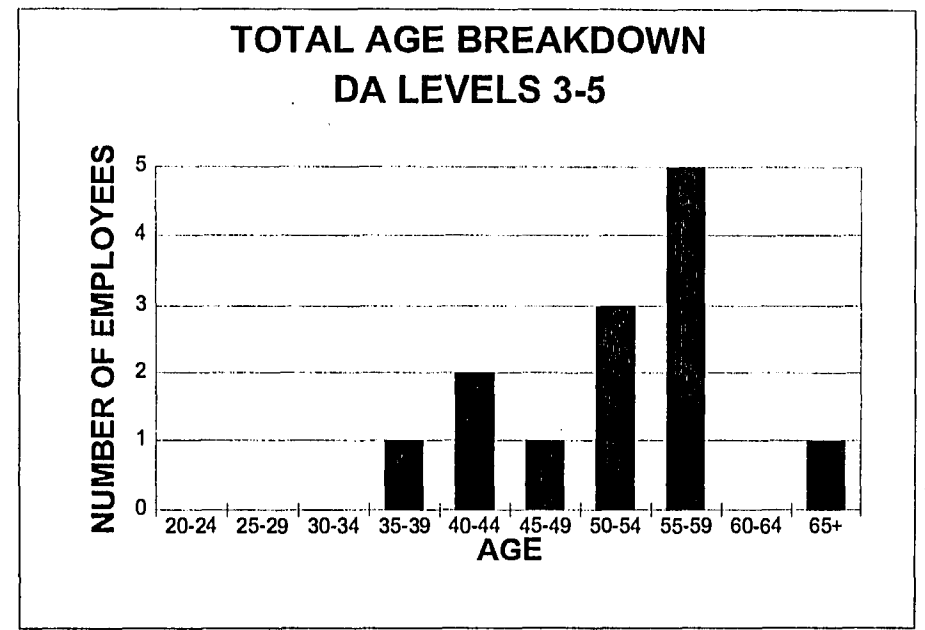
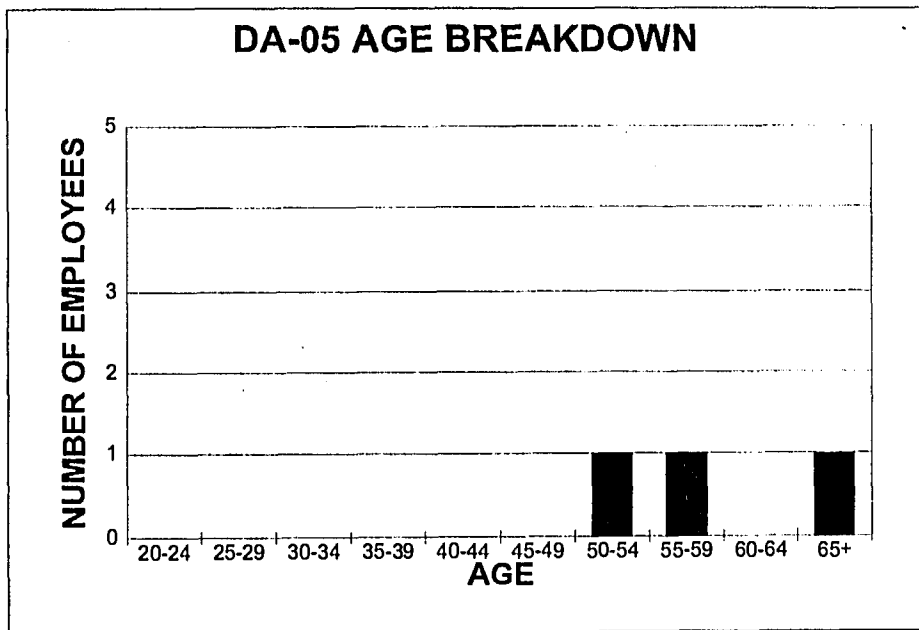
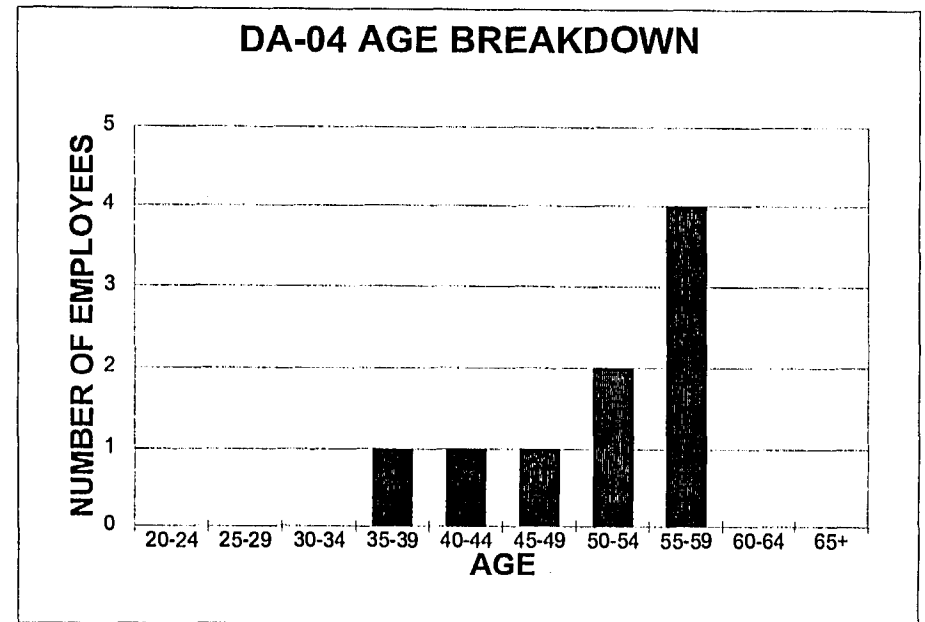
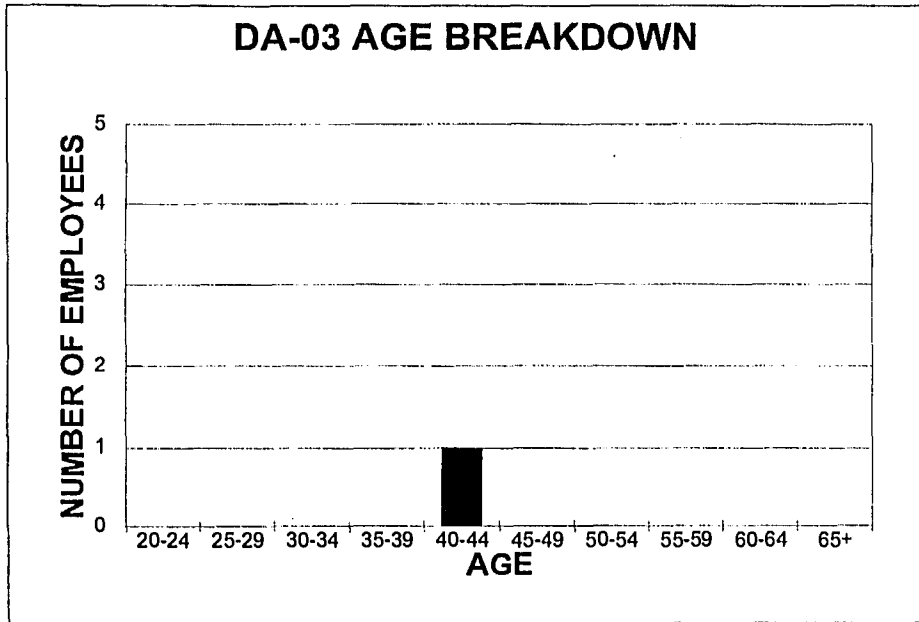
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
CS-01	7	15%	3	8%	1	3%	6	17%	4	13%	1	4%	4	16%	2	10%	2	11%	2	12%	2	13%
CS-02	2	10%	1	6%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	1	6%	0	0%	0	0%
CS-03	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	9	12%	4	6%	1	2%	6	10%	4	7%	2	4%	4	8%	2	4%	3	7%	2	5%	2	5%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

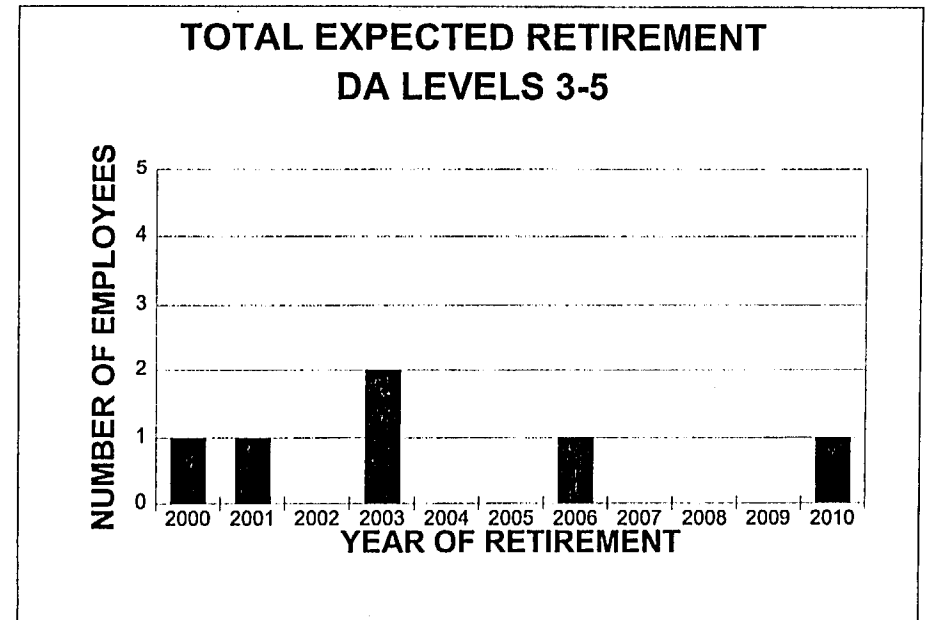
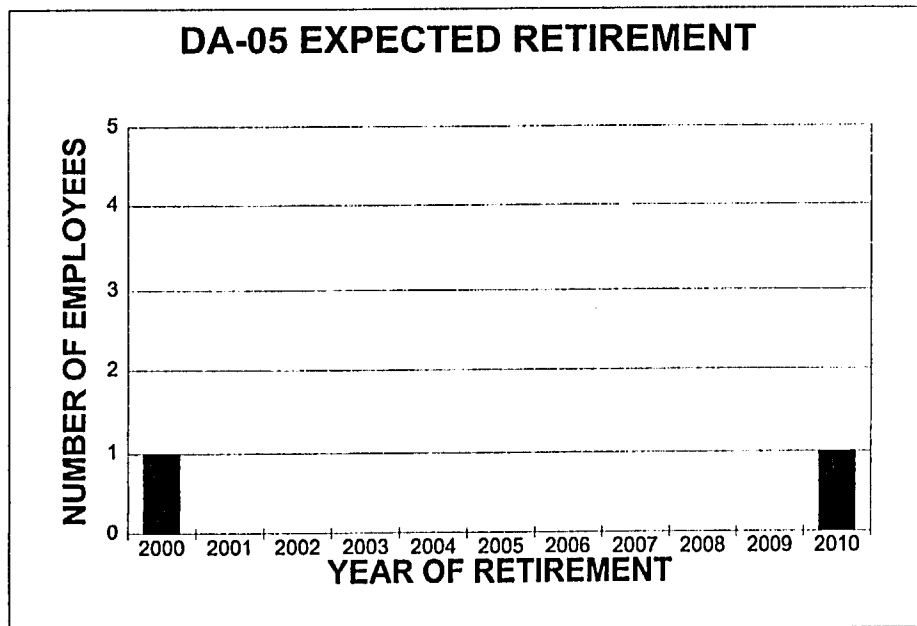
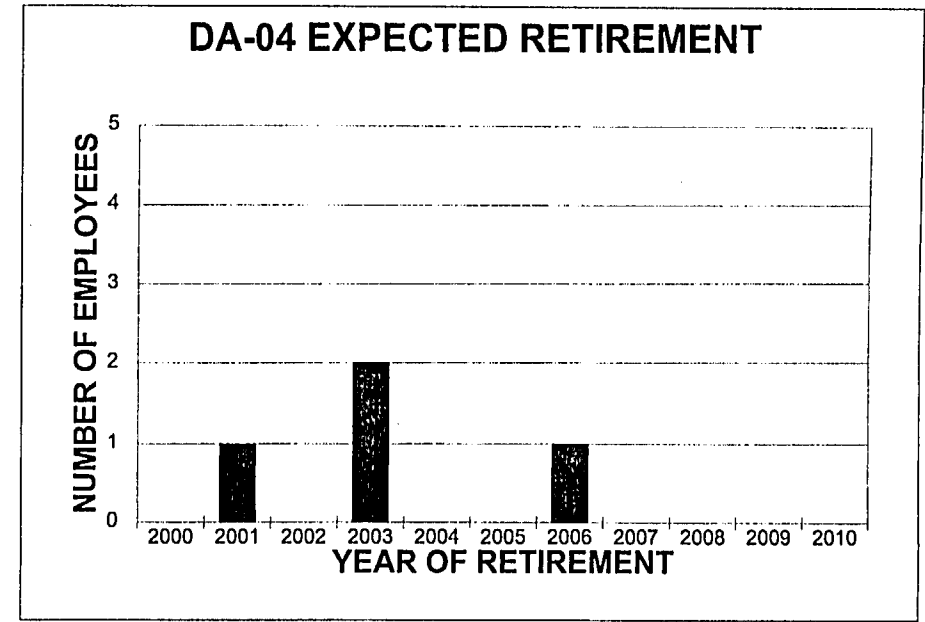
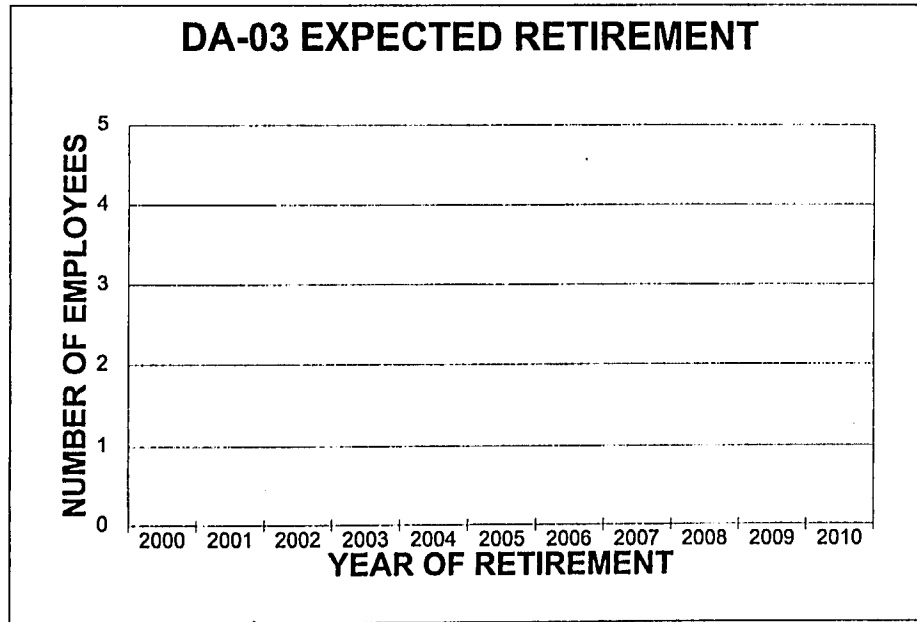
NON-ROTATIONAL DATA PROCESSING PERSONNEL (DA) LEVELS 3-5 YEARS OF SERVICE



NON-ROTATIONAL DATA PROCESSING PERSONNEL (DA) LEVELS 3-5 AGE BREAKDOWN

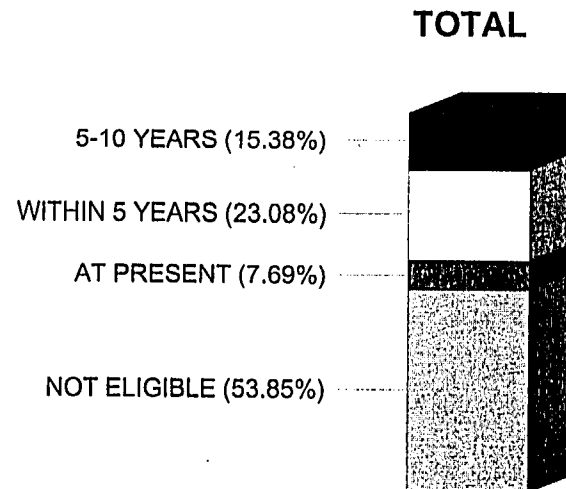
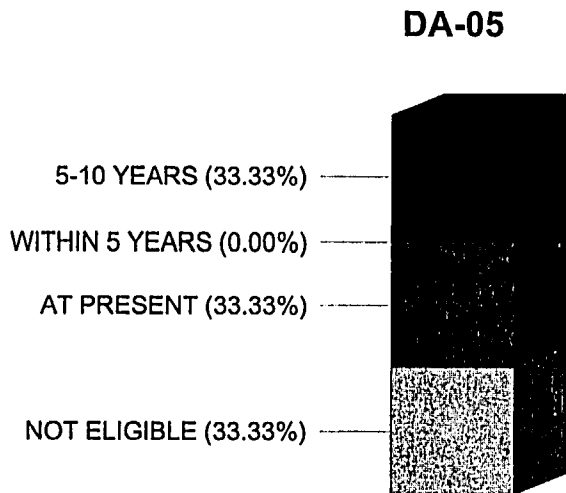
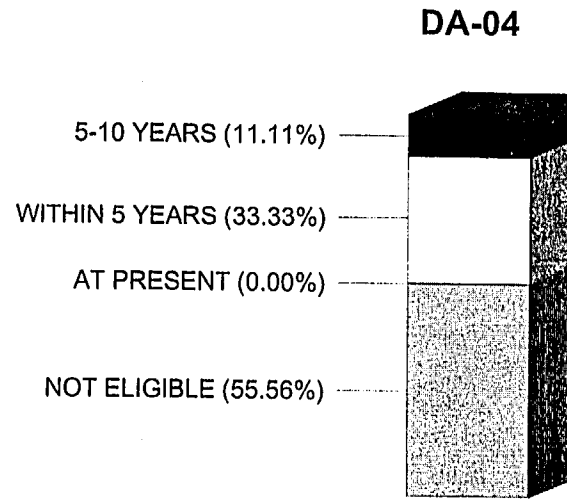
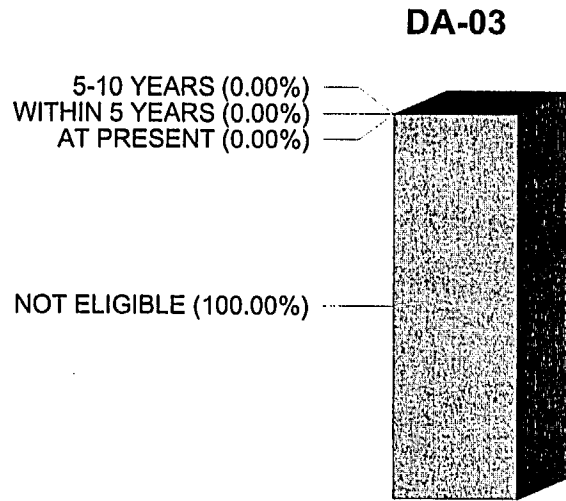


NON-ROTATIONAL DATA PROCESSING PERSONNEL (DA) LEVELS 3-5 EXPECTED RETIREMENT*



*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

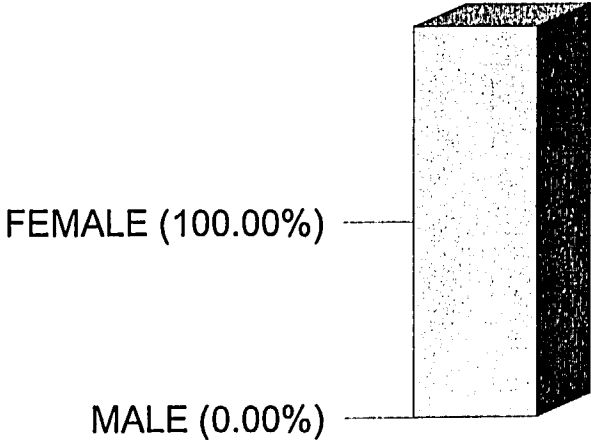
NON-ROTATIONAL DA RETIREMENT POTENTIAL TIME RANGES*



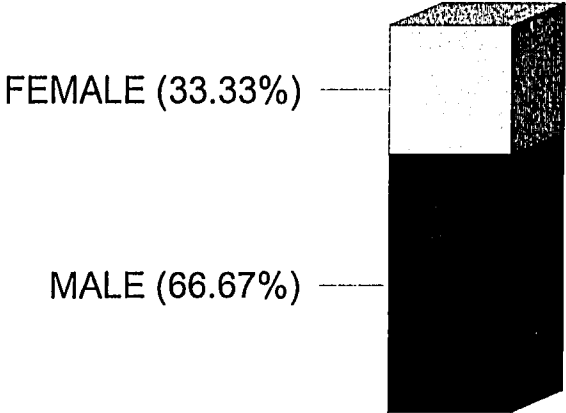
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL DA GENDER DISTRIBUTION

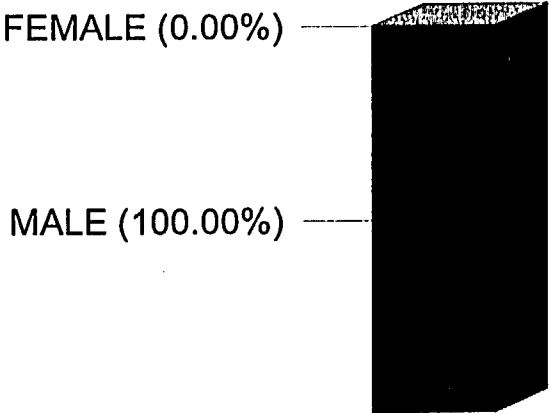
DA-03



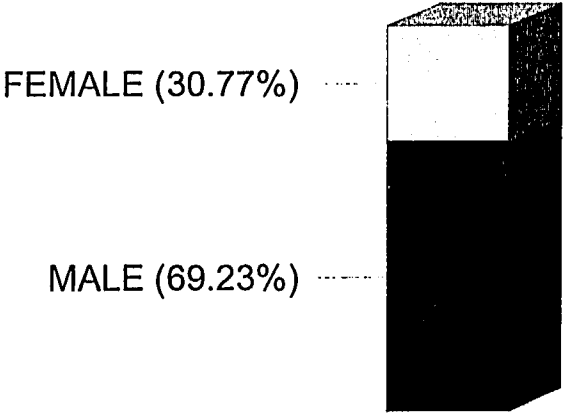
DA-04



DA-05

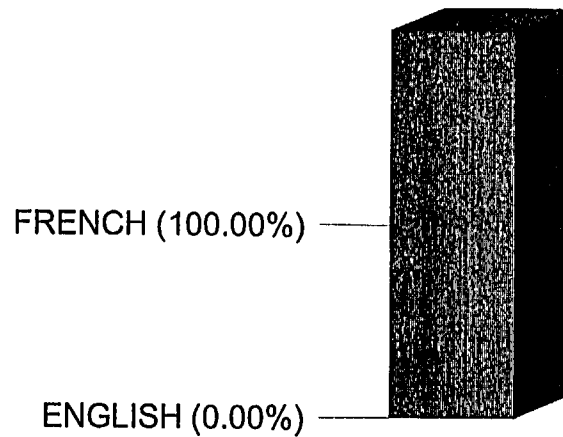


TOTAL

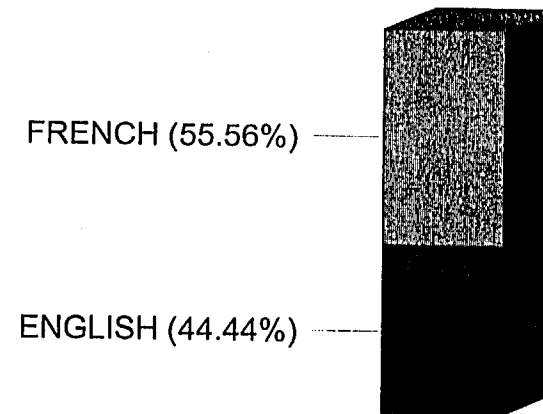


NON-ROTATIONAL DA LINGUISTIC DISTRIBUTION

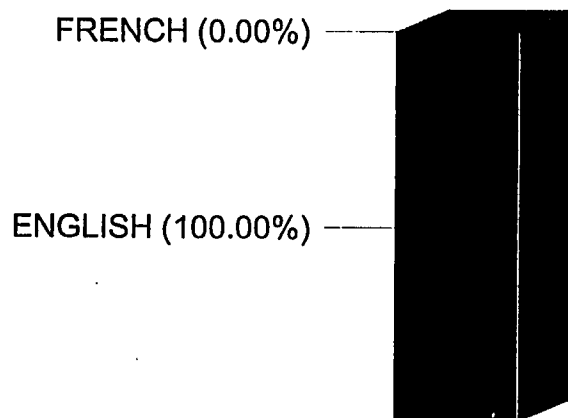
DA-03



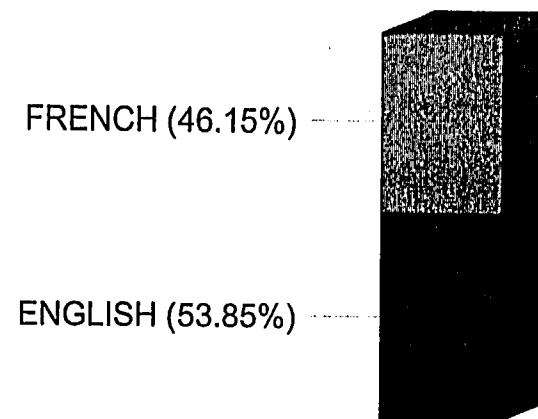
DA-04



DA-05



TOTAL



SUMMARY OF NON-ROTATIONAL DATA PROCESSING PERSONNEL (DA) LEVELS 3-5

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
DA-03	0	1	1
DA-04	4	5	9
DA-05	3	0	3
TOTAL	7	6	13

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
DA-03	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	1
DA-04	0%	0%	0%	11%	11%	11%	22%	44%	0%	0%	9
DA-05	0%	0%	0%	0%	0%	0%	33%	33%	0%	33%	3
TOTAL	0%	0%	0%	8%	15%	8%	23%	38%	0%	8%	13

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
DA-03	100%	0%	0%	0%	1
DA-04	56%	0%	33%	11%	9
DA-05	33%	33%	0%	33%	3
TOTAL	54%	8%	23%	15%	13

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
DA-03	0%	0%	100%	0%	0%	0%	1
DA-04	11%	33%	11%	44%	0%	0%	9
DA-05	33%	0%	67%	0%	0%	0%	3
TOTAL	15%	23%	31%	31%	0%	0%	13

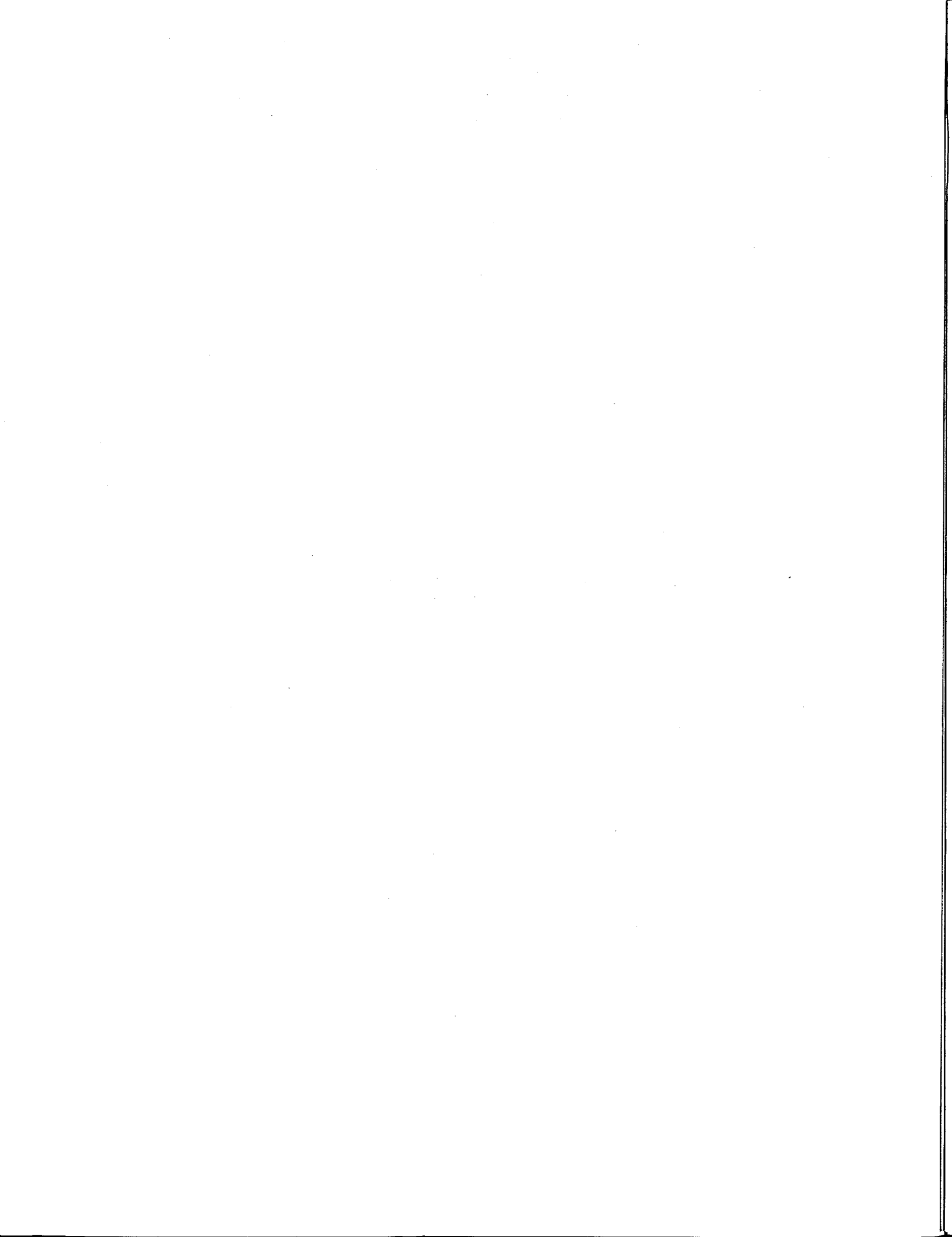
GENDER DISTRIBUTION

LEVEL	MALE	FEMALE	TOTAL
DA-03	0	1	1
DA-04	6	3	9
DA-05	3	0	3
TOTAL	9	4	13

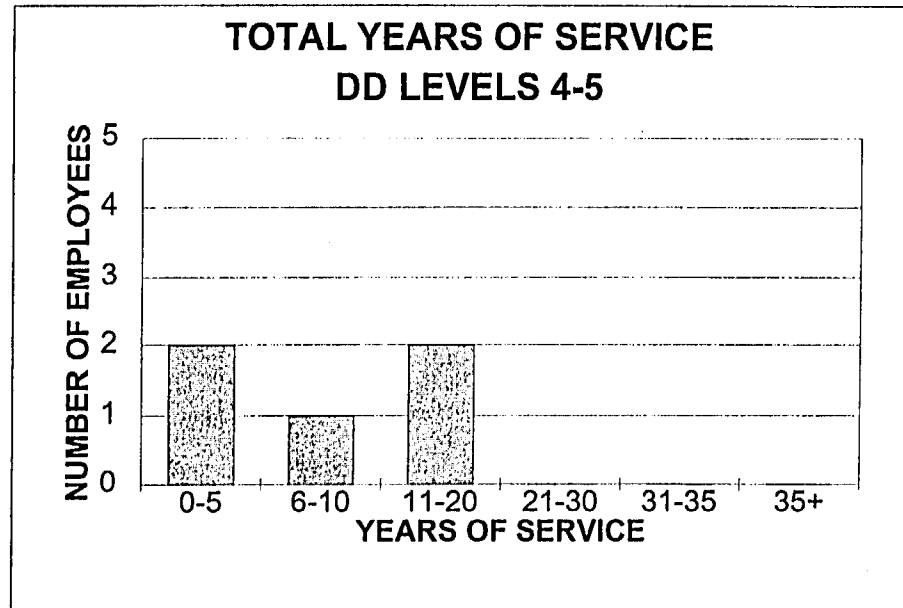
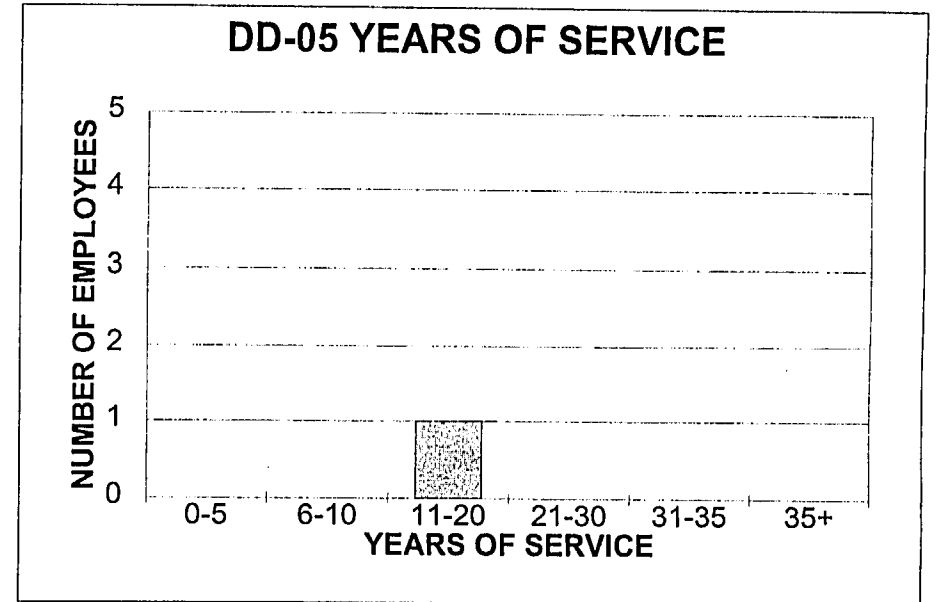
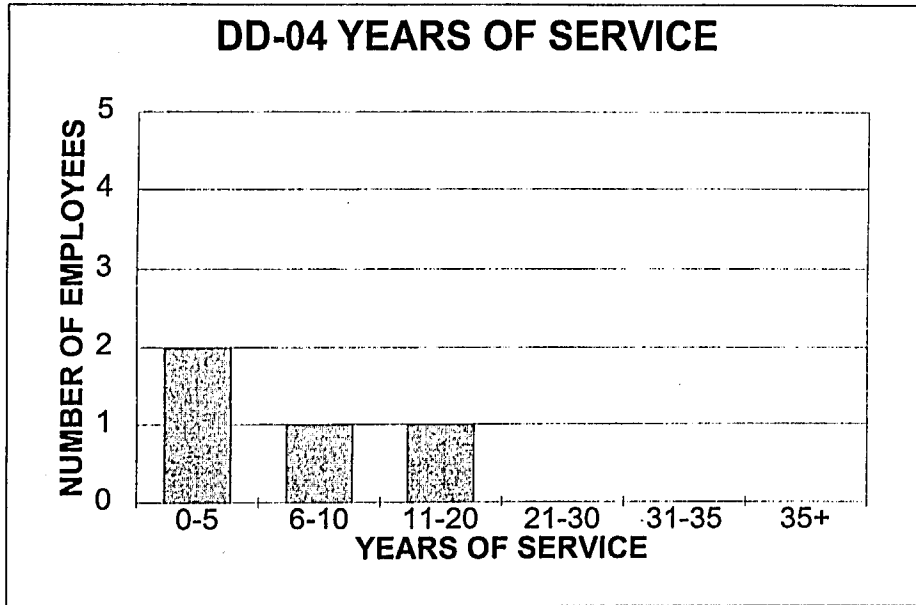
EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
DA-03	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DA-04	0	0%	1	11%	0	0%	2	25%	0	0%	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%
DA-05	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%
TOTAL	1	8%	1	8%	0	0%	2	18%	0	0%	0	0%	1	11%	0	0%	0	0%	0	0%	1	13%

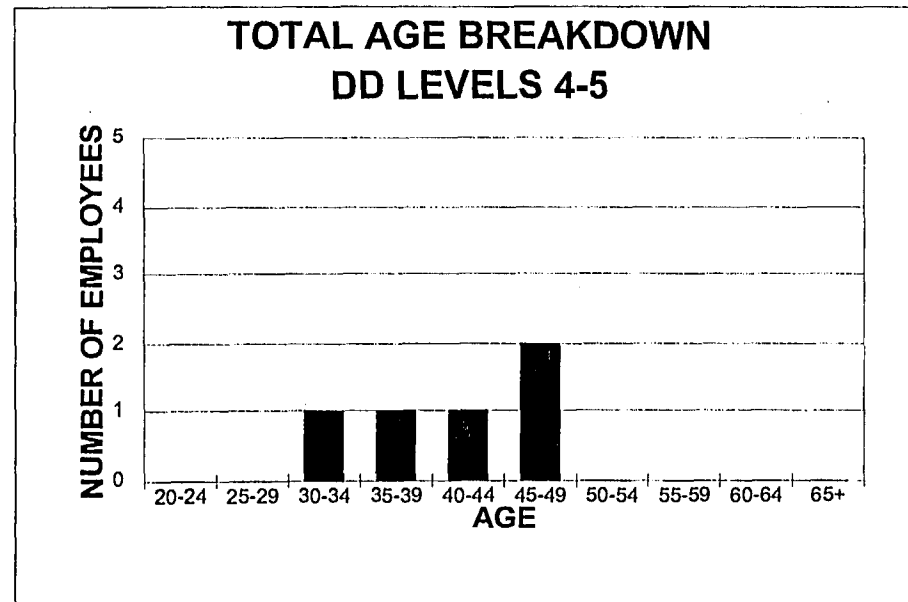
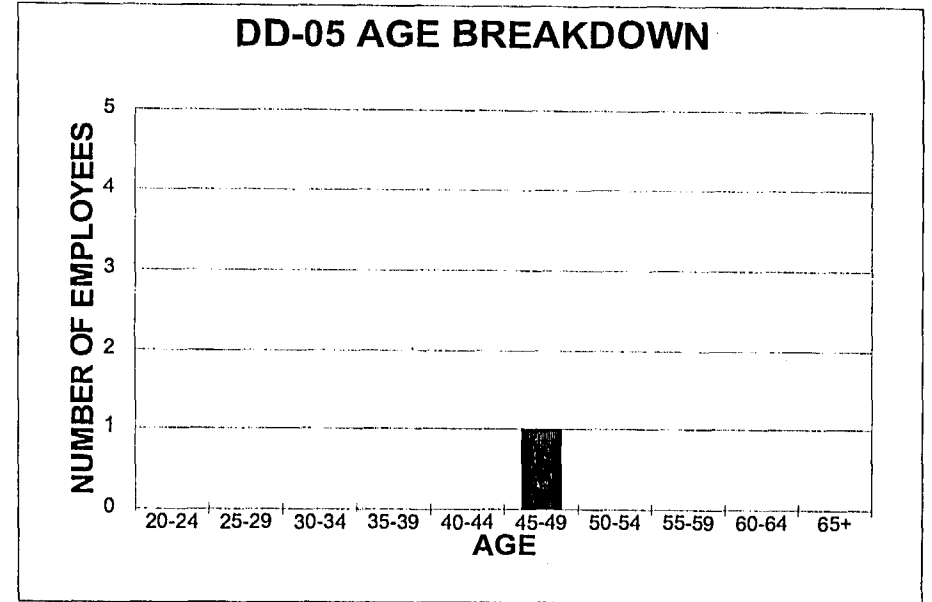
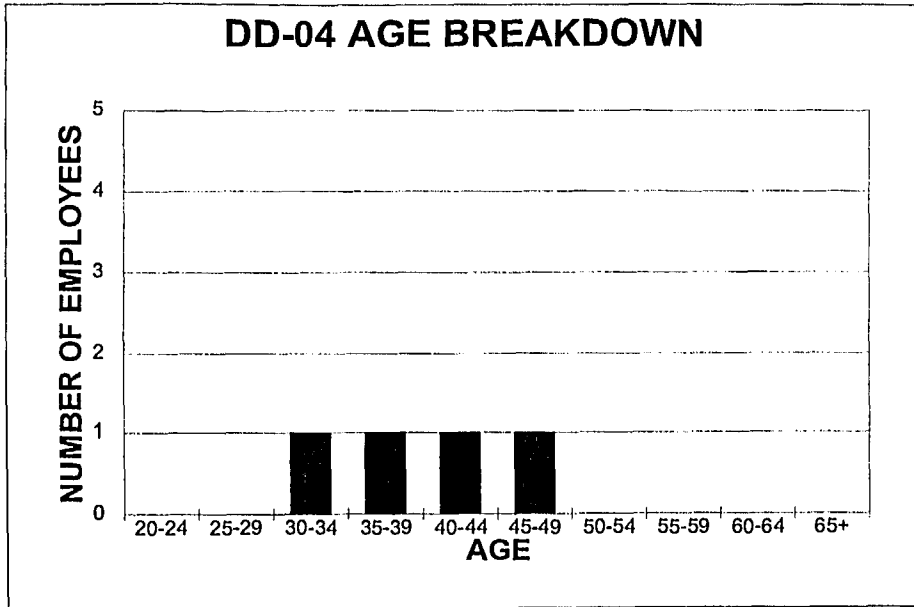
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.



NON-ROTATIONAL DRAFTING PERSONNEL (DD) LEVELS 4-5 YEARS OF SERVICE



NON-ROTATIONAL DRAFTING PERSONNEL (DD) LEVELS 4-5 AGE BREAKDOWN

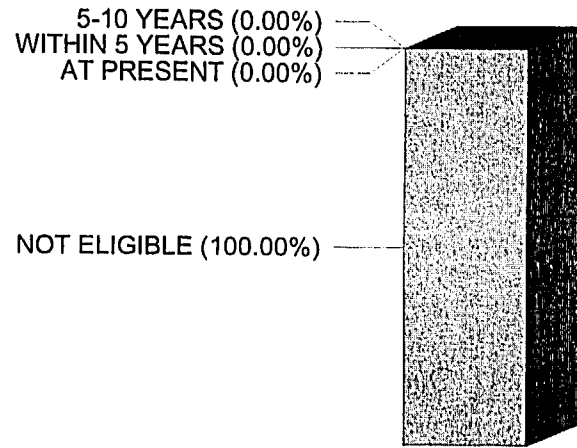


**NON-ROTATIONAL DRAFTING PERSONNEL (DD) LEVELS 4-5
EXPECTED RETIREMENT***

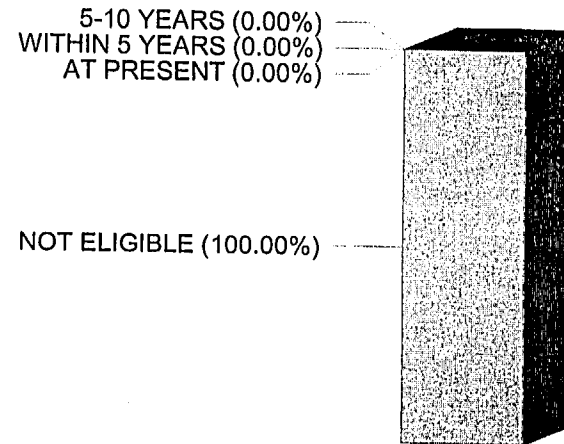
IT IS EXPECTED THAT NO ONE WILL RETIRE UNTIL 2015. THIS ASSUMES THAT PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL DD RETIREMENT POTENTIAL TIME RANGES*

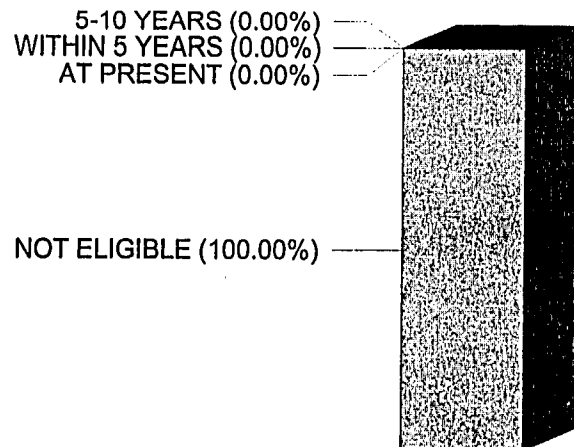
DD-04



DD-05



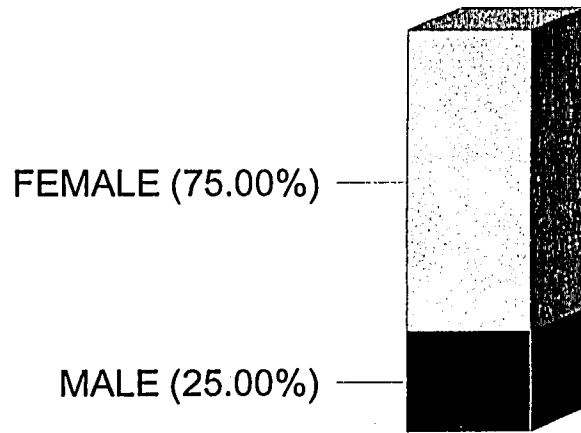
TOTAL



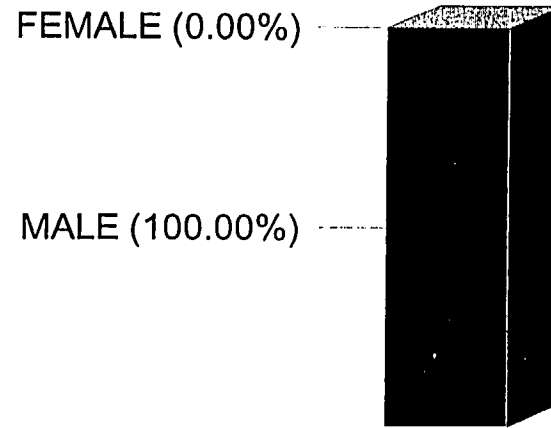
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL DD GENDER DISTRIBUTION

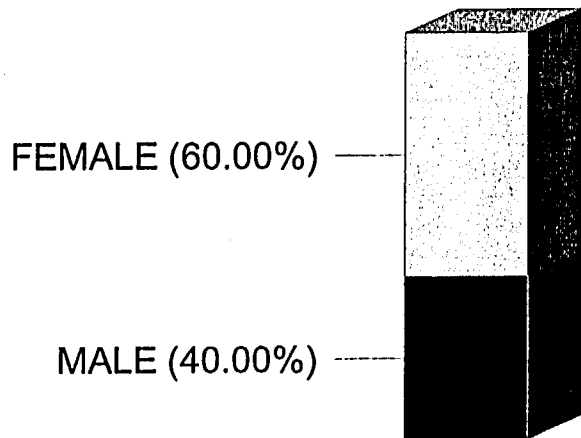
DD-04



DD-05

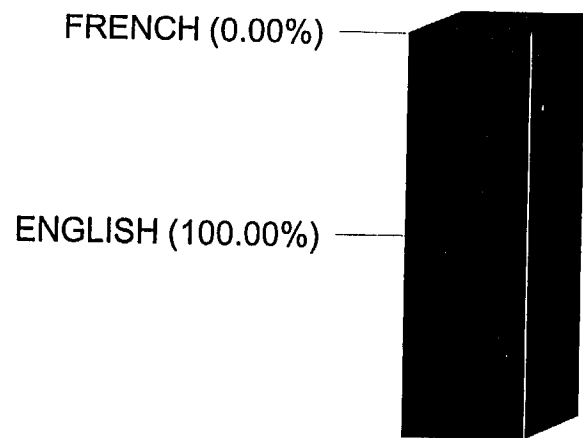


TOTAL

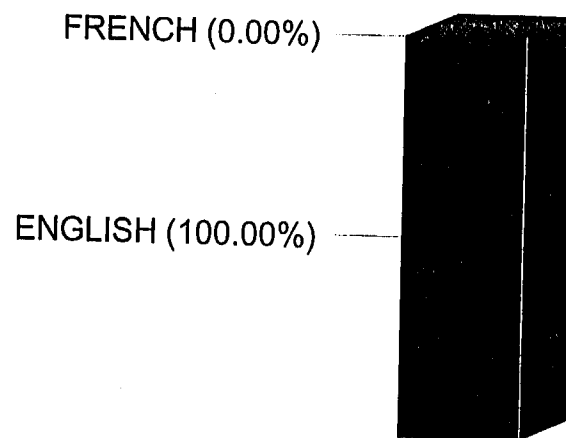


NON-ROTATIONAL DD LINGUISTIC DISTRIBUTION

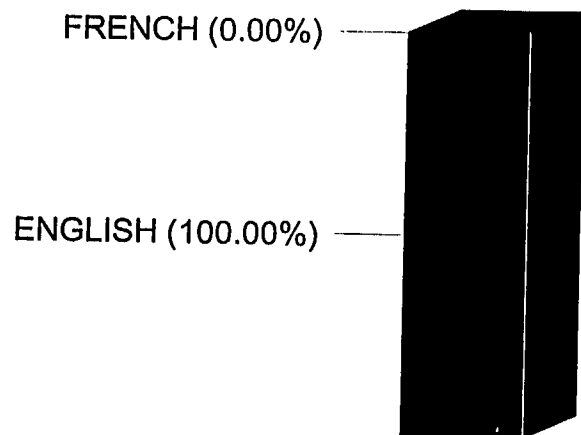
DD-04



DD-05



TOTAL



SUMMARY OF NON-ROTATIONAL DRAFTING PERSONNEL (DD) LEVELS 4-5

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
DD-04	4	0	4
DD-05	1	0	1
TOTAL	5	0	5

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
DD-04	0%	0%	25%	25%	25%	25%	0%	0%	0%	0%	4
DD-05	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	1
TOTAL	0%	0%	20%	20%	20%	40%	0%	0%	0%	0%	5

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
DD-04	100%	0%	0%	0%	4
DD-05	100%	0%	0%	0%	1
TOTAL	100%	0%	0%	0%	5

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
DD-04	50%	25%	25%	0%	0%	0%	4
DD-05	0%	0%	100%	0%	0%	0%	1
TOTAL	40%	20%	40%	0%	0%	0%	5

GENDER DISTRUBUTION

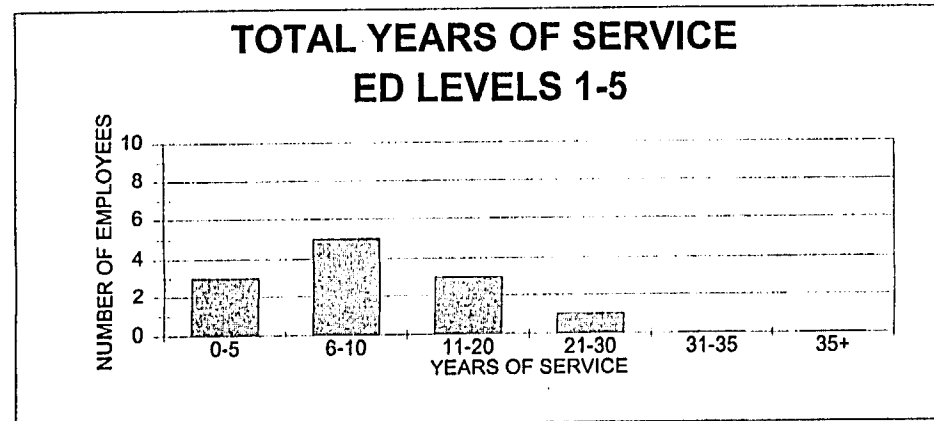
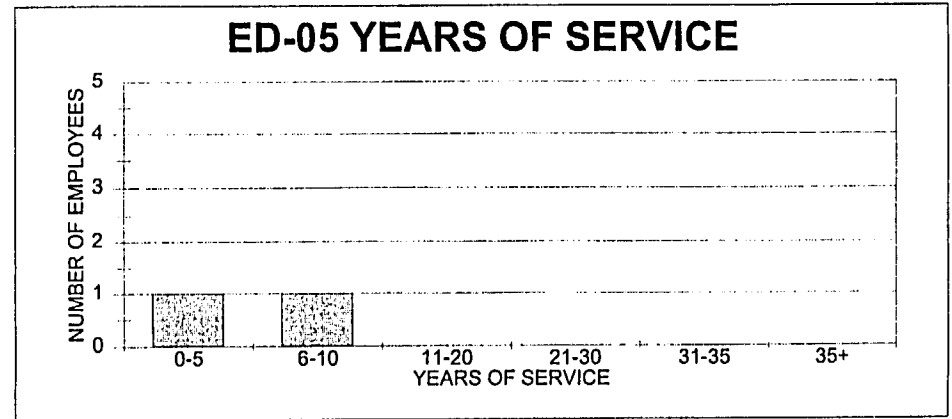
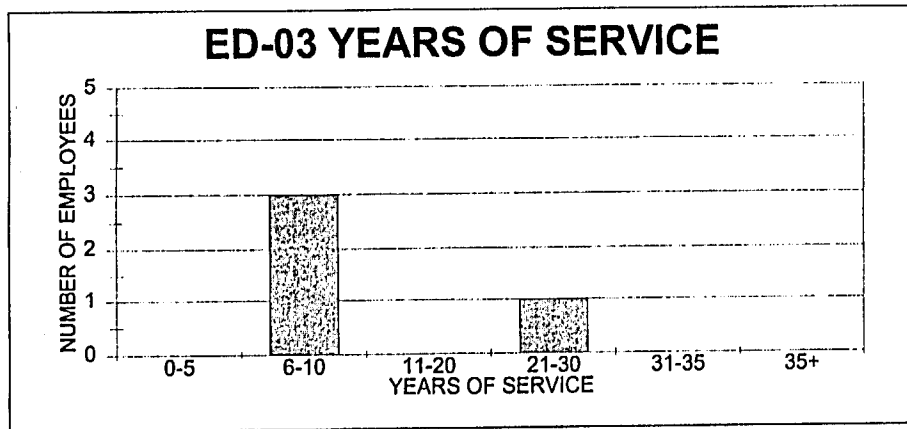
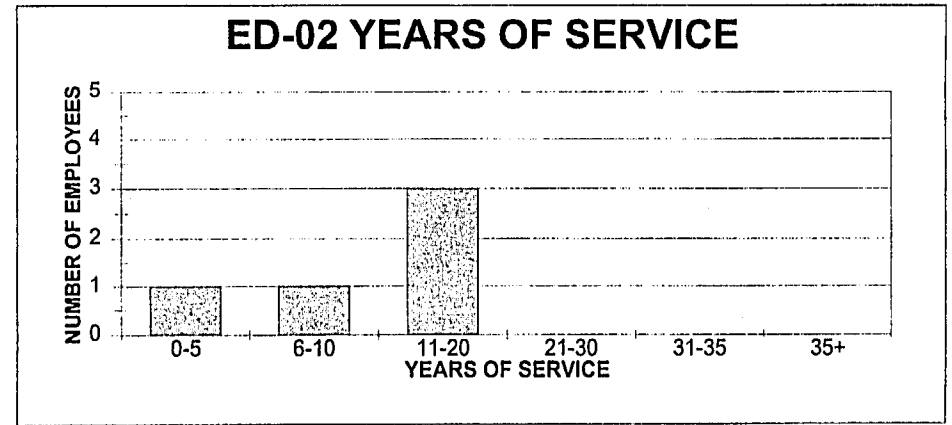
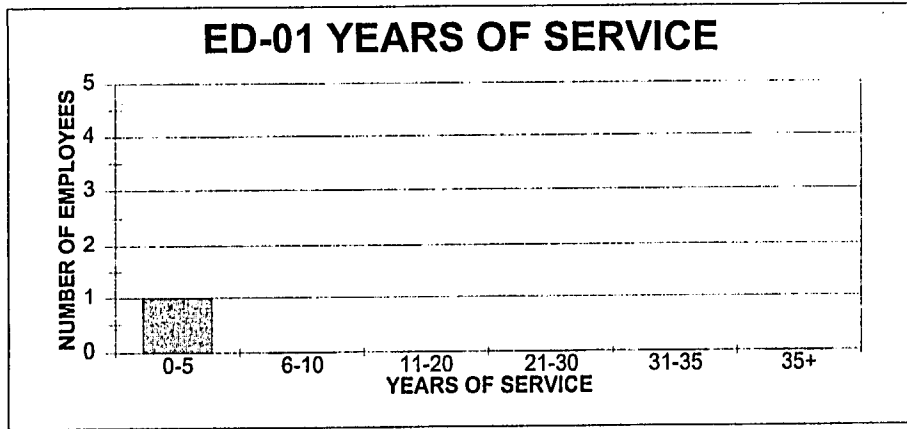
LEVEL	MALE	FEMALE	TOTAL
DD-04	1	3	4
DD-05	1	0	1
TOTAL	2	3	5

EXPECTED RETIREMENT BREAKDOWN*

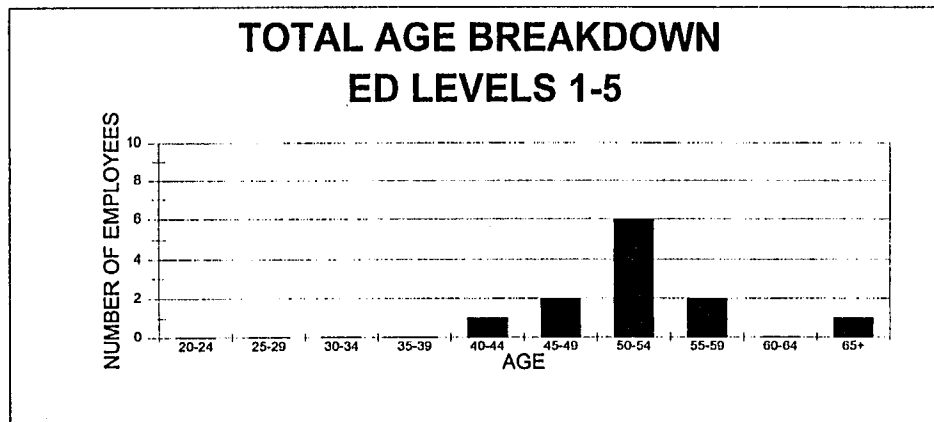
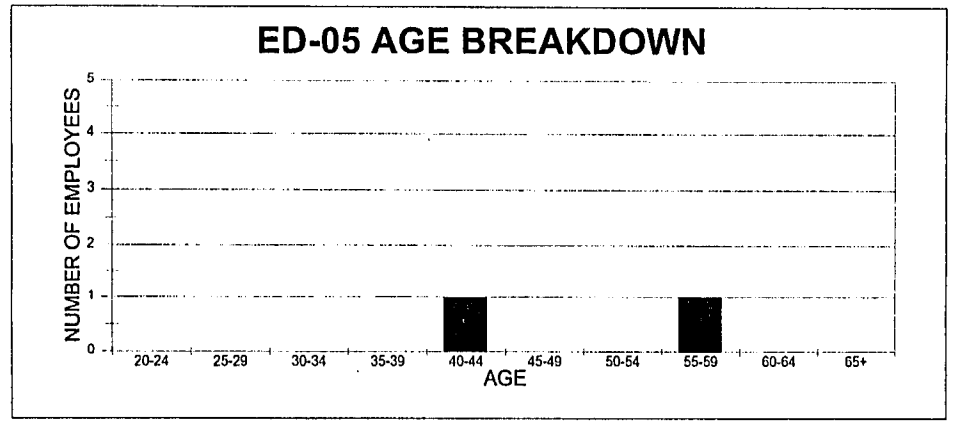
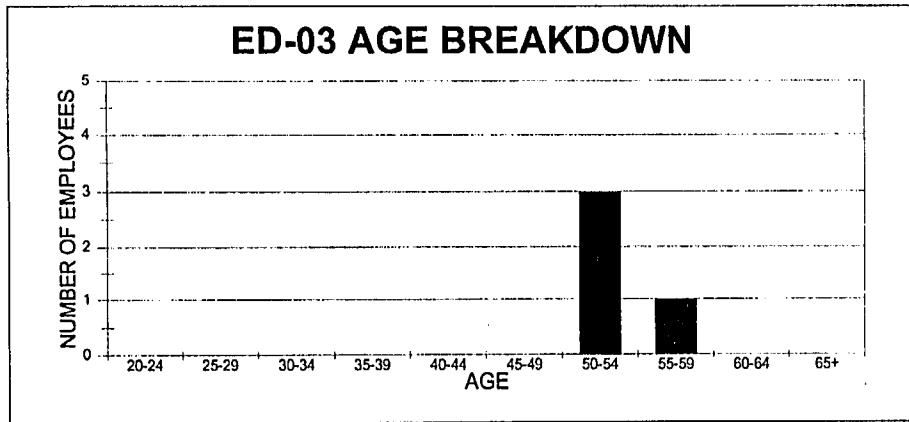
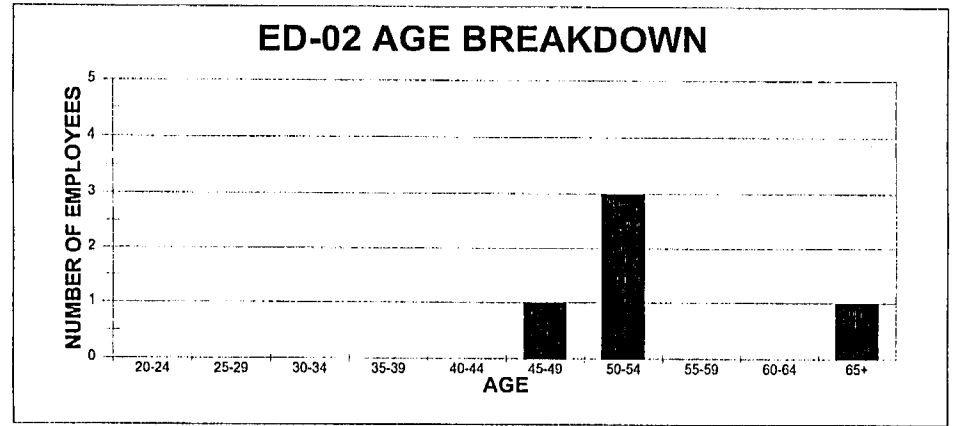
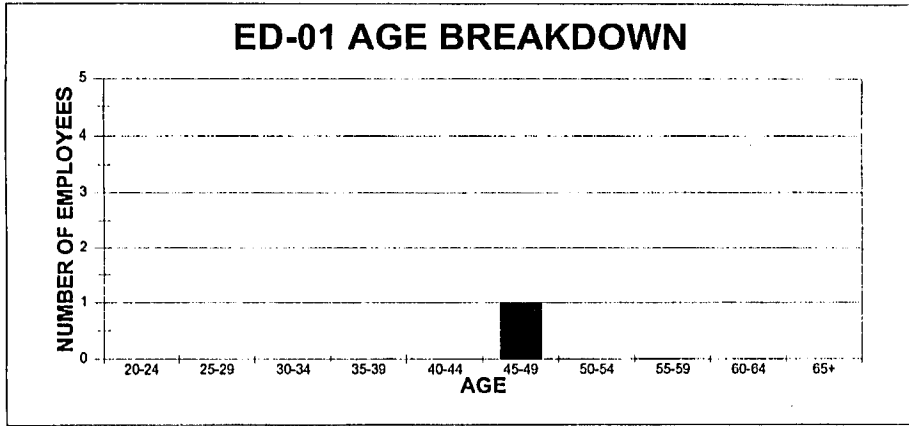
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
DD-04	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
DD-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

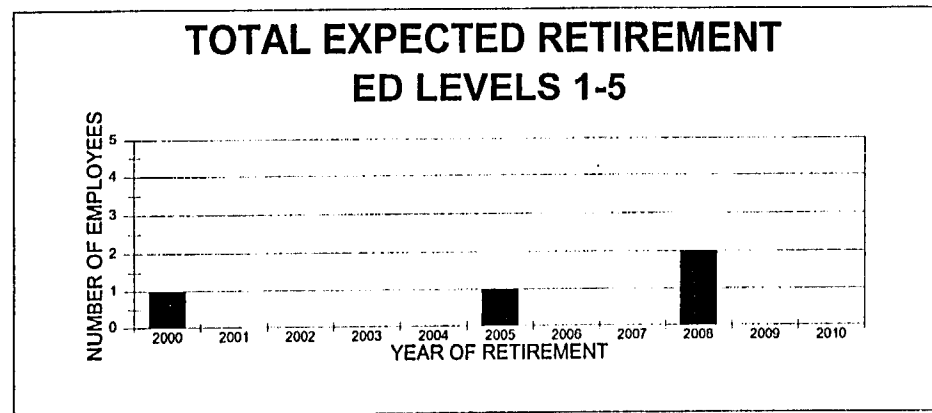
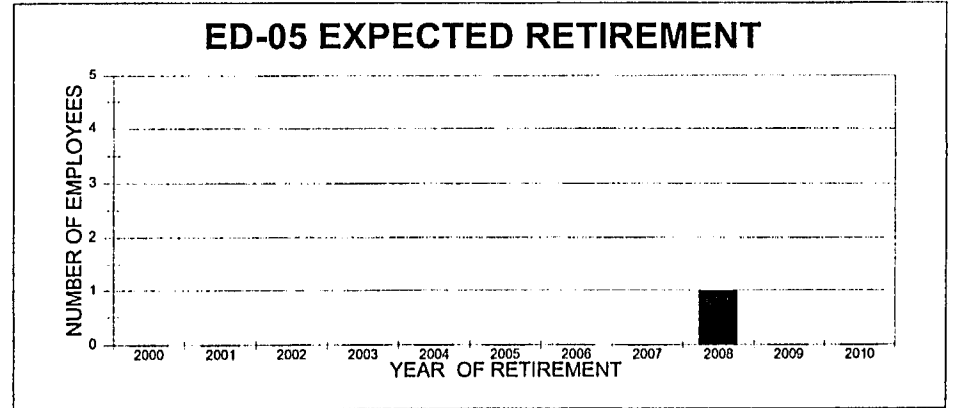
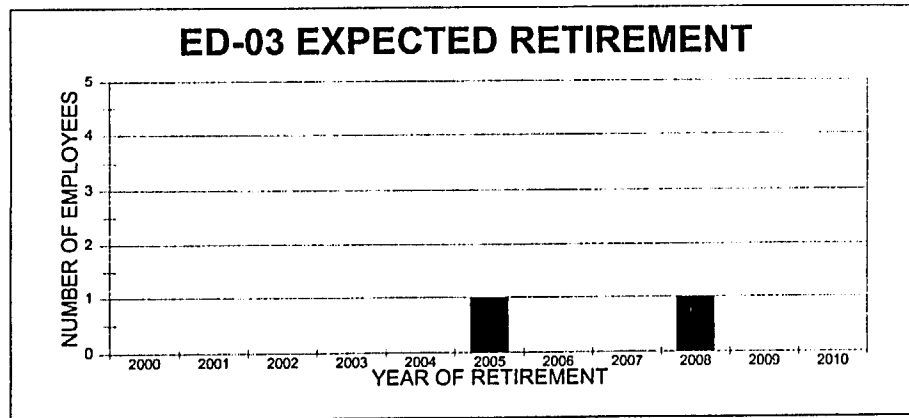
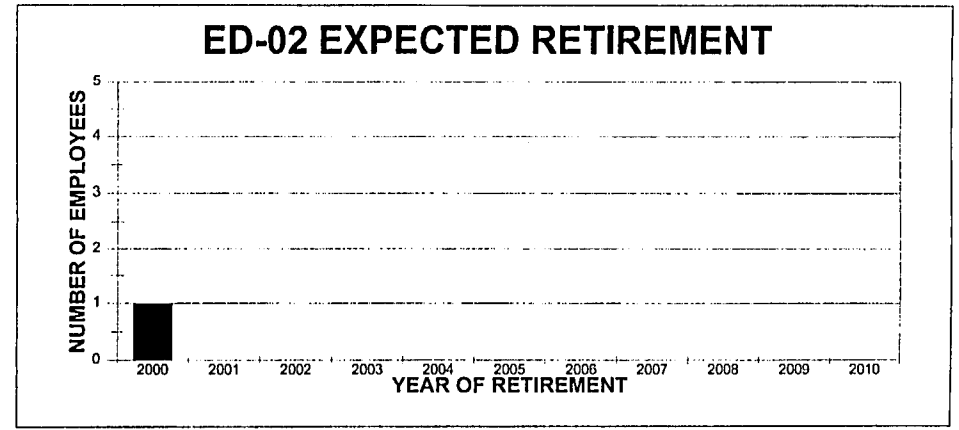
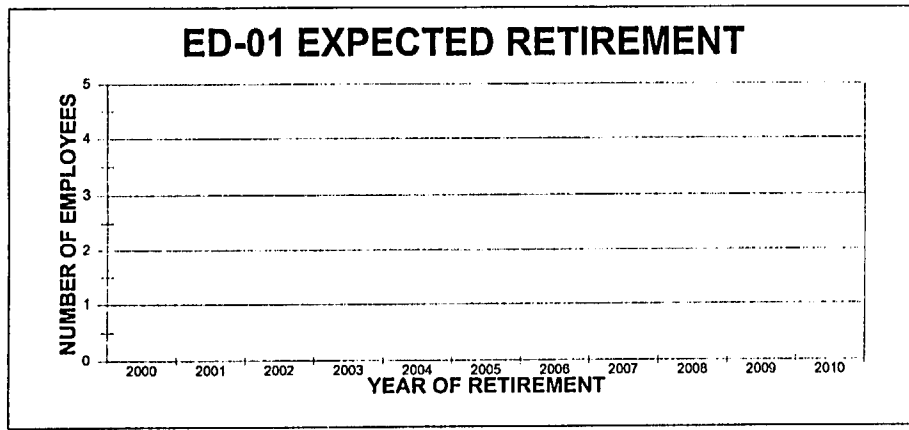
NON-ROTATIONAL EDUCATIONAL PERSONNEL (ED) LEVELS 1-5 YEARS OF SERVICE



NON-ROTATIONAL EDUCATIONAL PERSONNEL (ED) LEVELS 1-5 AGE BREAKDOWN

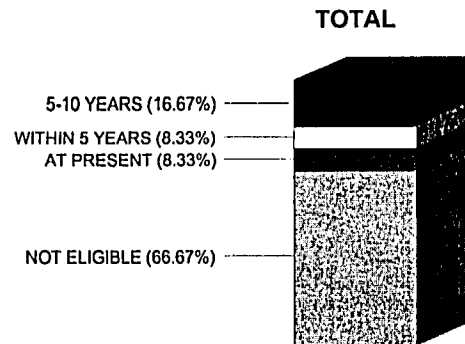
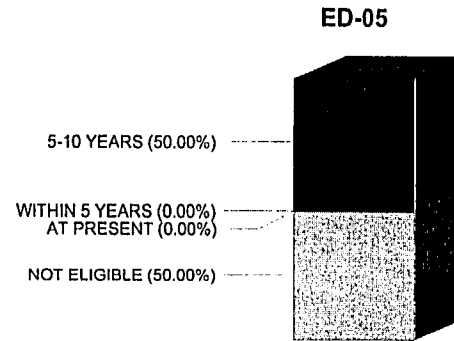
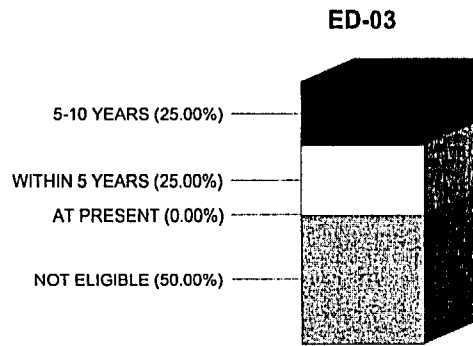
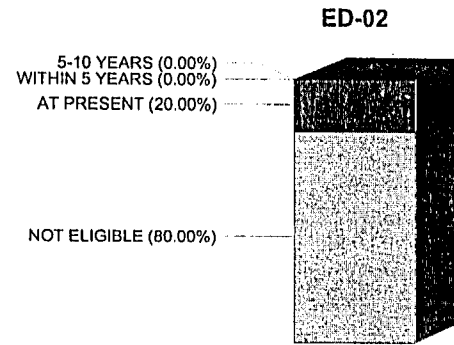
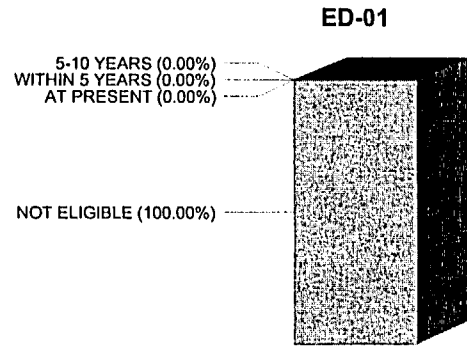


NON-ROTATIONAL EDUCATIONAL PERSONNEL (ED) LEVELS 1-5 EXPECTED RETIREMENT*



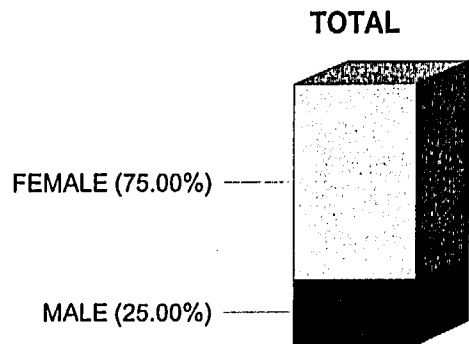
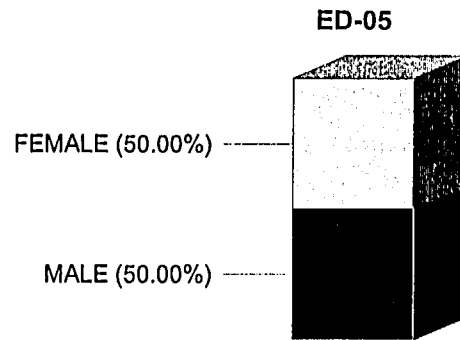
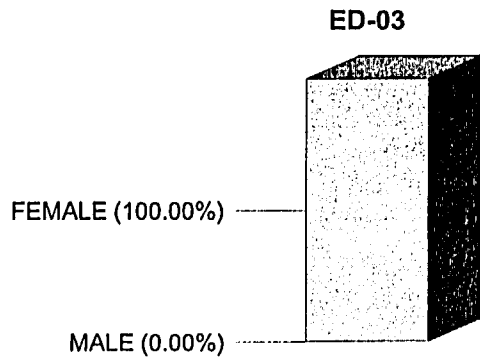
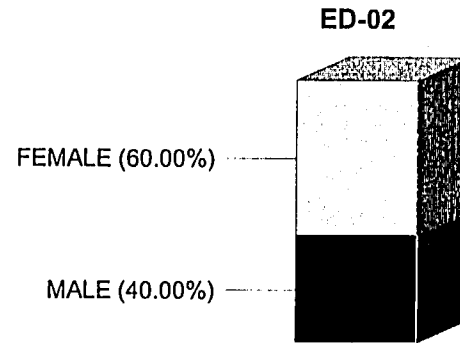
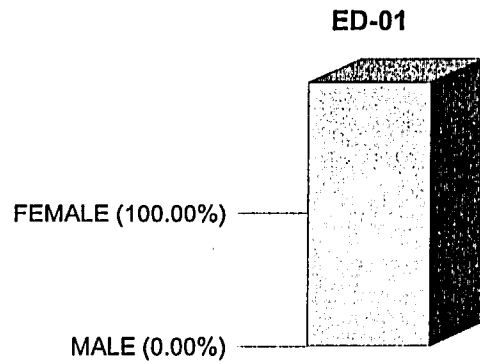
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL ED RETIREMENT POTENTIAL

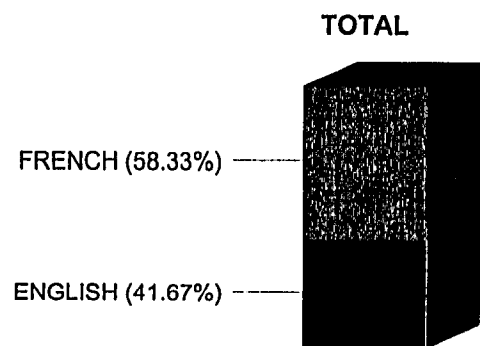
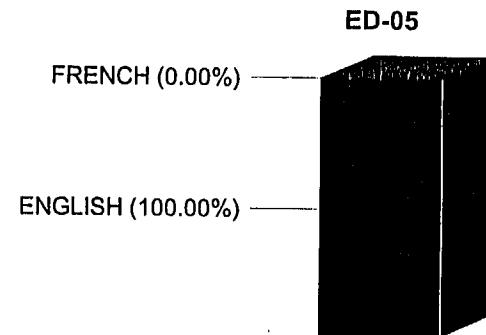
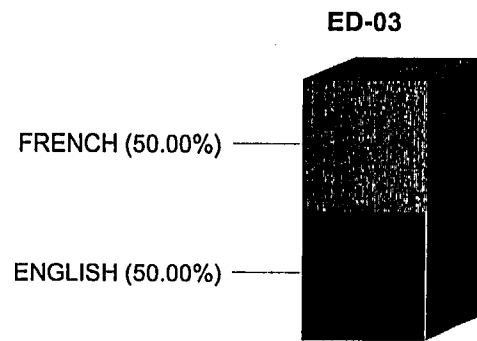
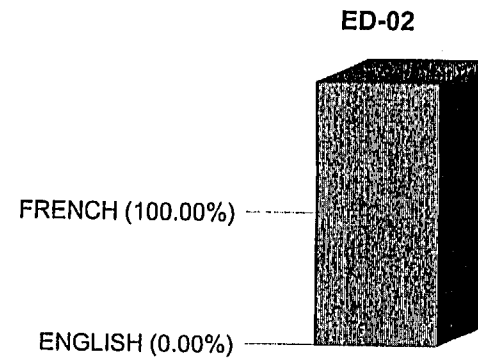
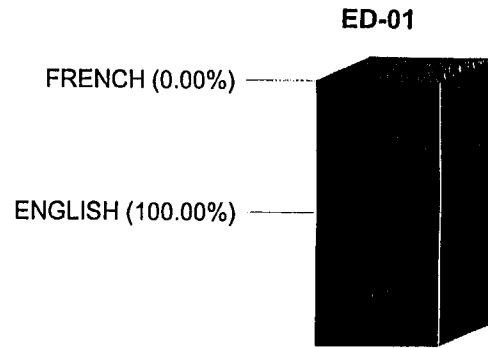


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL ED GENDER DISTRIBUTION



NON-ROTATIONAL ED LINGUISTIC DISTRIBUTION



SUMMARY OF NON-ROTATIONAL EDUCATIONAL PERSONNEL (ED) LEVELS 1-5

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
ED-01	1	0	1
ED-02	0	5	5
ED-03	2	2	4
ED-05	2	0	2
TOTAL	5	7	12

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
ED-01	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	1
ED-02	0%	0%	0%	0%	0%	20%	60%	0%	0%	20%	5
ED-03	0%	0%	0%	0%	0%	0%	75%	25%	0%	0%	4
ED-05	0%	0%	0%	0%	50%	0%	0%	50%	0%	0%	2
TOTAL	0%	0%	0%	0%	8%	17%	50%	17%	0%	8%	12

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
ED-01	100%	0%	0%	0%	1
ED-02	80%	20%	0%	0%	5
ED-03	50%	0%	25%	25%	4
ED-05	50%	0%	0%	50%	2
TOTAL	67%	8%	8%	17%	12

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
ED-01	100%	0%	0%	0%	0%	0%	1
ED-02	20%	20%	60%	0%	0%	0%	5
ED-03	0%	75%	0%	25%	0%	0%	4
ED-05	50%	50%	0%	0%	0%	0%	2
TOTAL	25%	42%	25%	8%	0%	0%	12

GENDER DISTRUBUTION

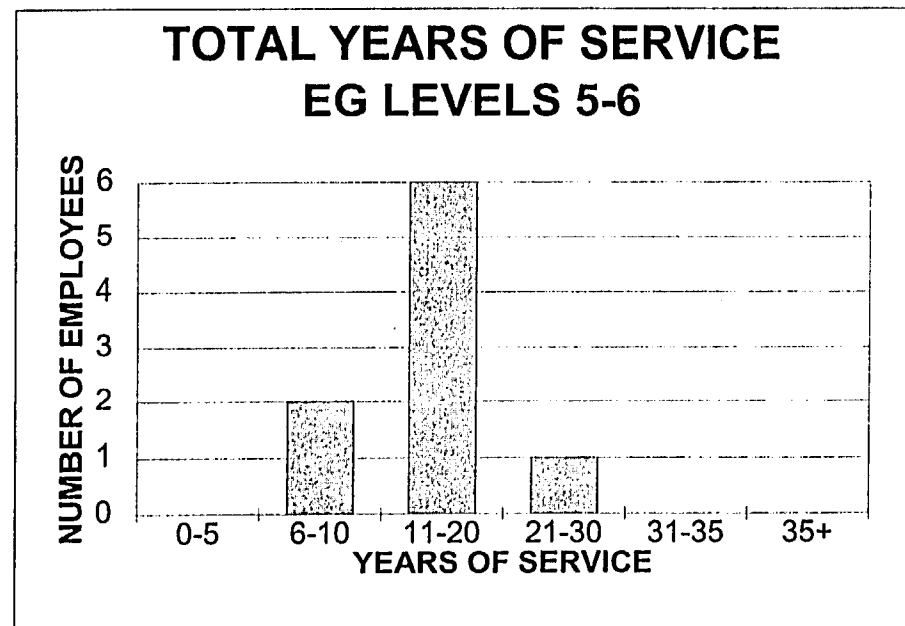
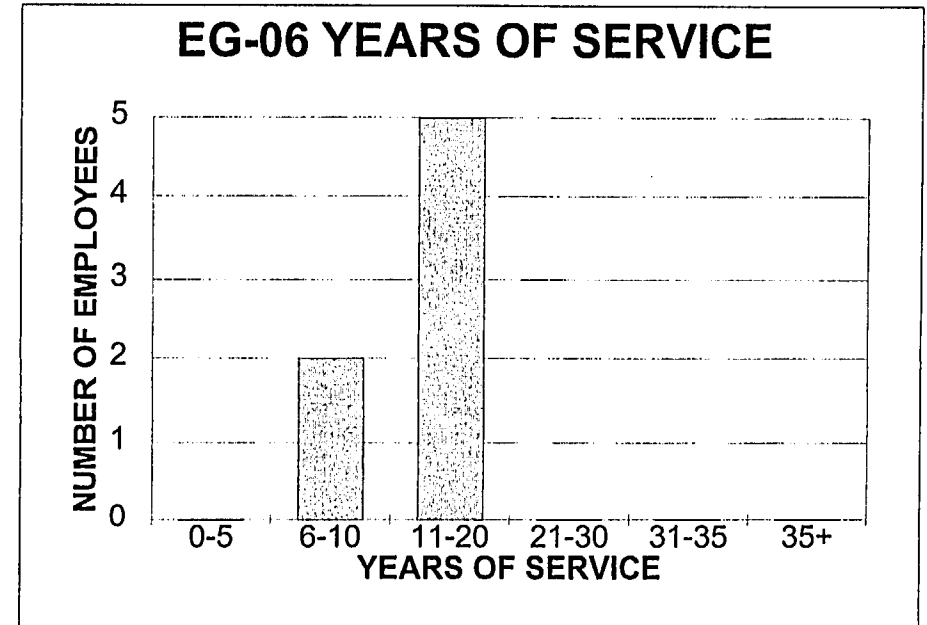
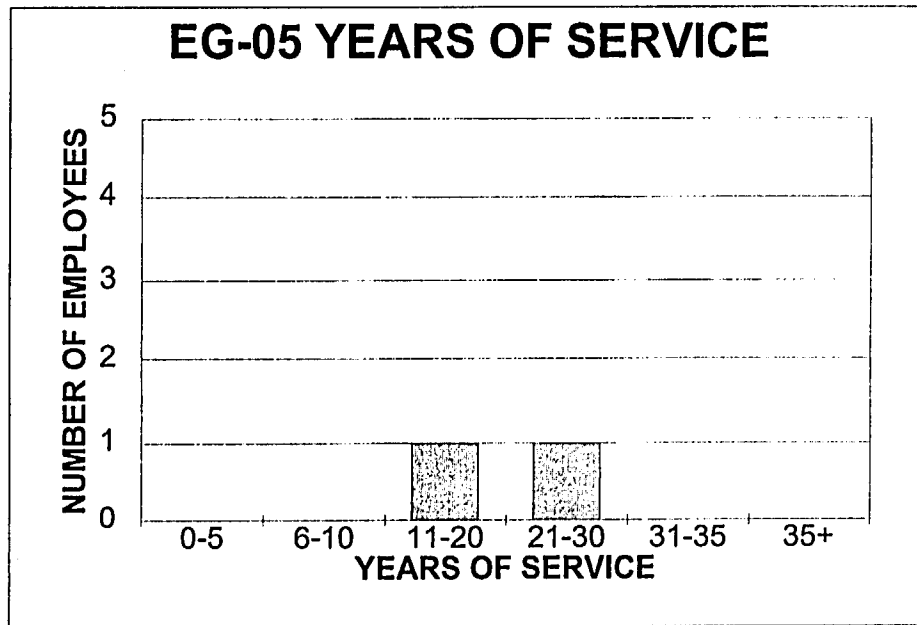
LEVEL	MALE	FEMALE	TOTAL
ED-01	0	1	1
ED-02	2	3	5
ED-03	0	4	4
ED-05	1	1	2
TOTAL	3	9	12

EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ED-01	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ED-02	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ED-03	0	0%	0	0%	0	0%	0	0%	0	0%	1	25%	0	0%	0	0%	1	33%	0	0%	0	0%
ED-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%
TOTAL	1	8%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	2	20%	0	0%	0	0%

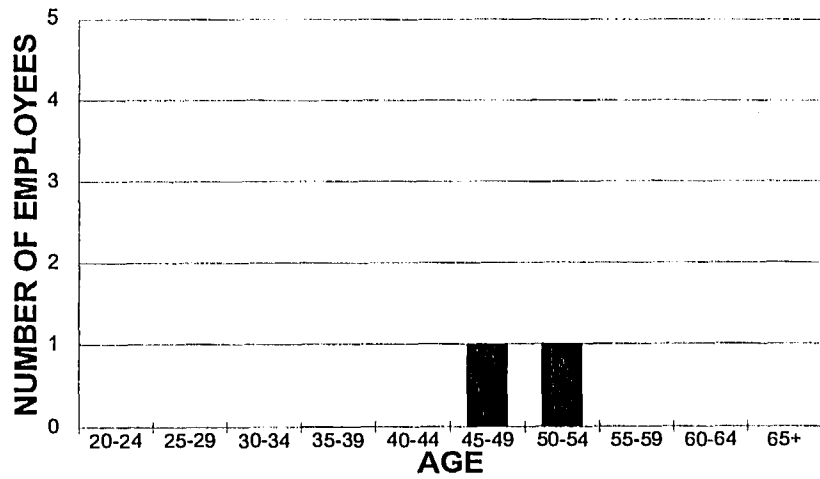
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL ENGINEERING & SCIENTIFIC SUPPORT PERSONNEL (EG) LEVELS 5-6 YEARS OF SERVICE

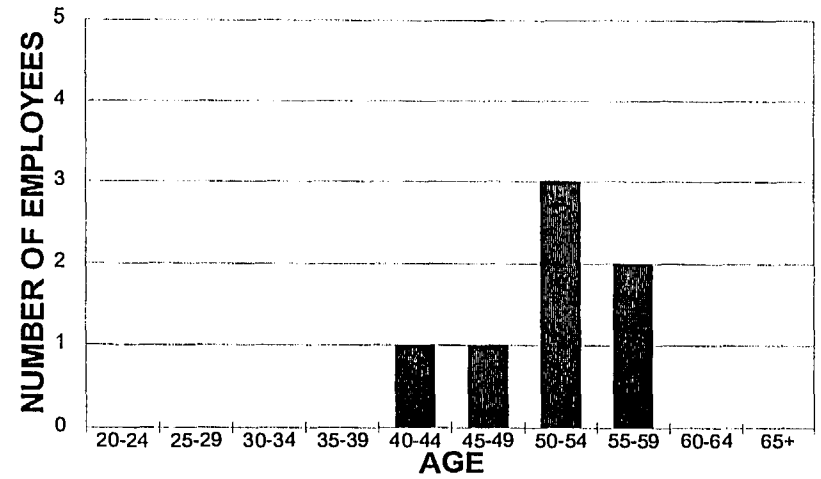


NON-ROTATIONAL ENGINEERING & SCIENTIFIC SUPPORT PERSONNEL (EG) LEVELS 5-6 AGE BREAKDOWN

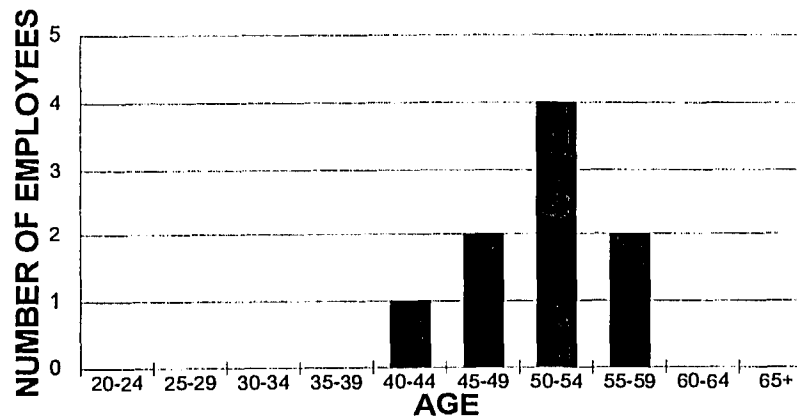
EG-05 AGE BREAKDOWN



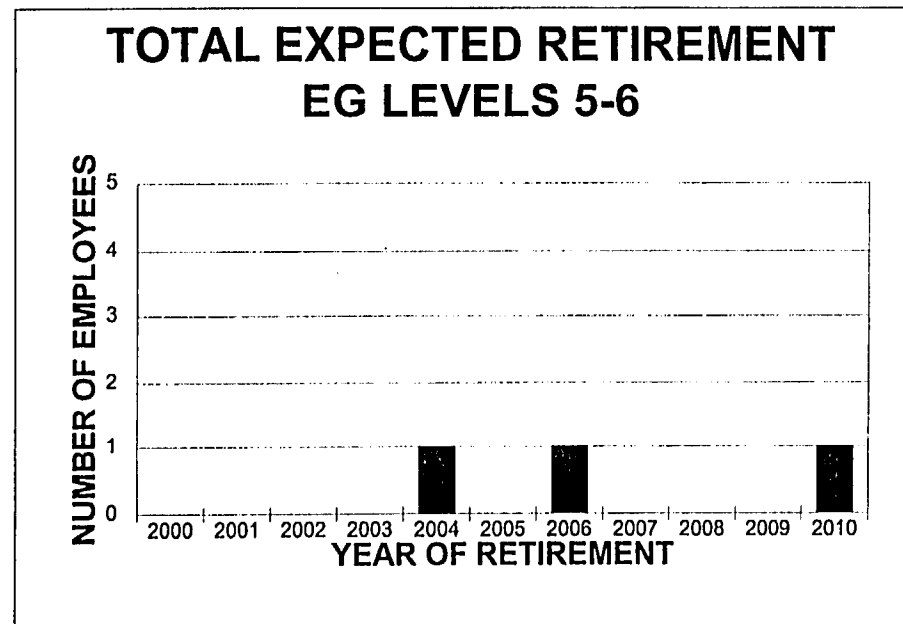
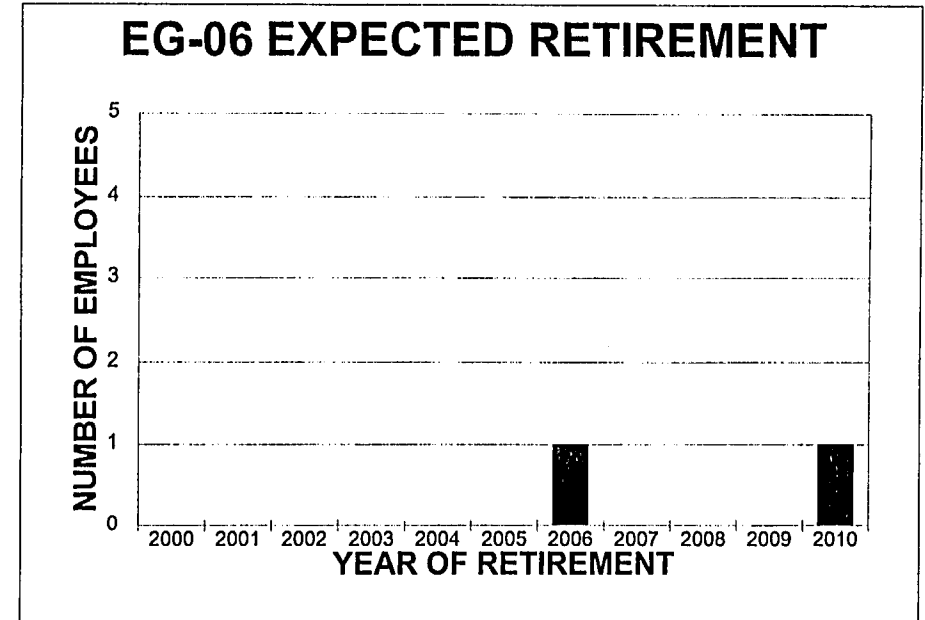
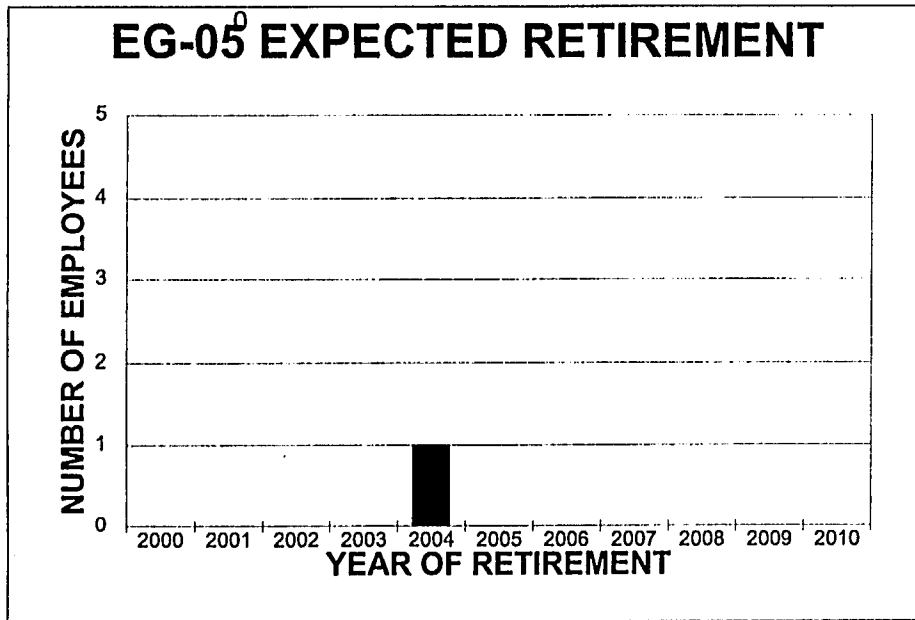
EG-06 AGE BREAKDOWN



TOTAL AGE BREAKDOWN EG LEVELS 5-6



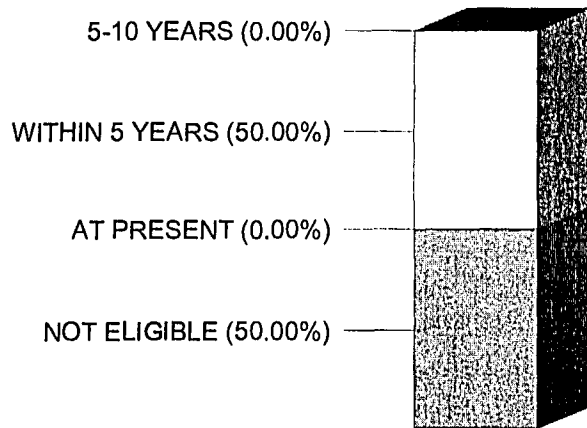
NON-ROTATIONAL ENGINEERING & SCIENTIFIC SUPPORT PERSONNEL (EG) LEVELS 5-6 EXPECTED RETIREMENT*



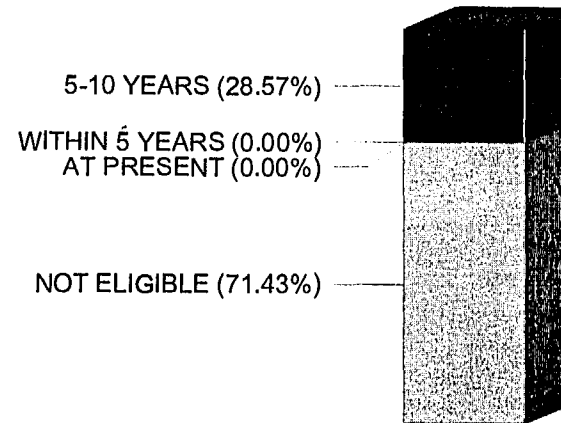
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL EG RETIREMENT POTENTIAL TIME RANGES*

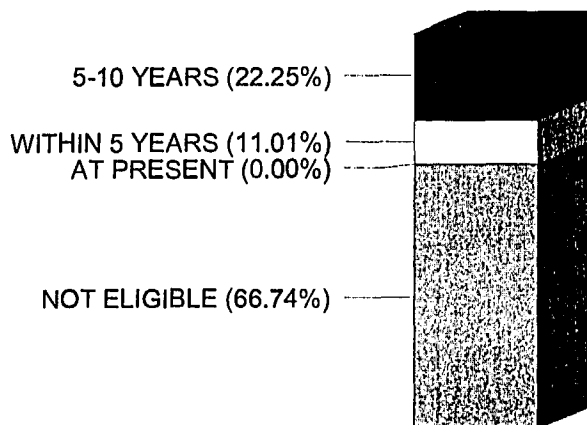
EG-05



EG-06



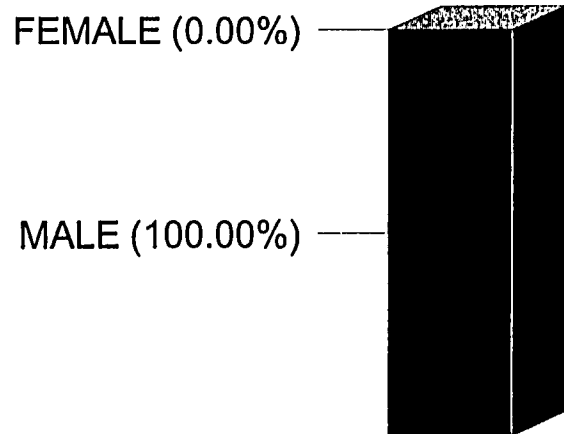
TOTAL



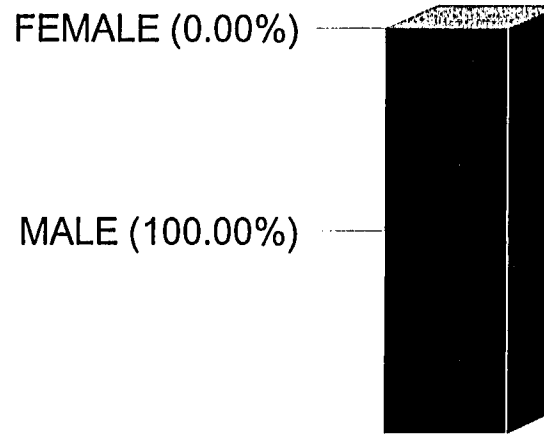
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL EG GENDER DISTRIBUTION

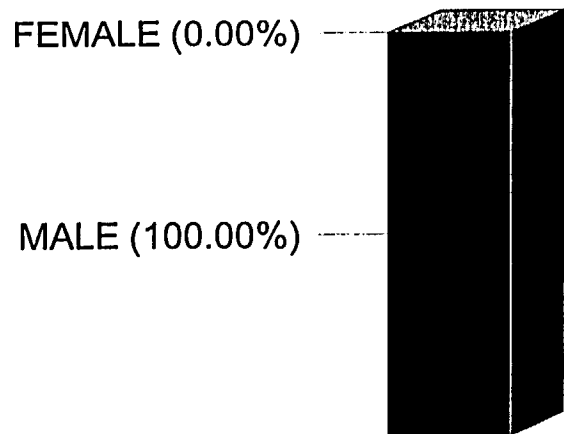
EG-05



EG-06

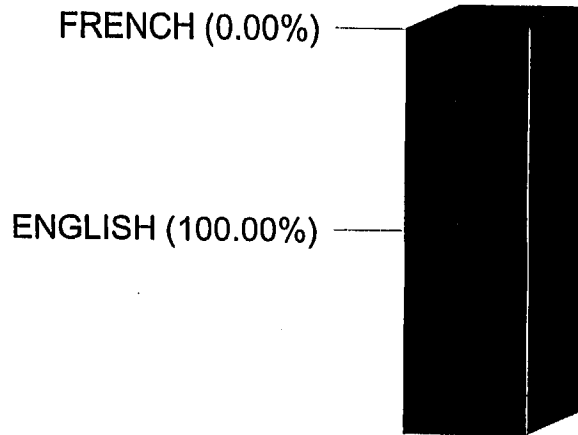


TOTAL

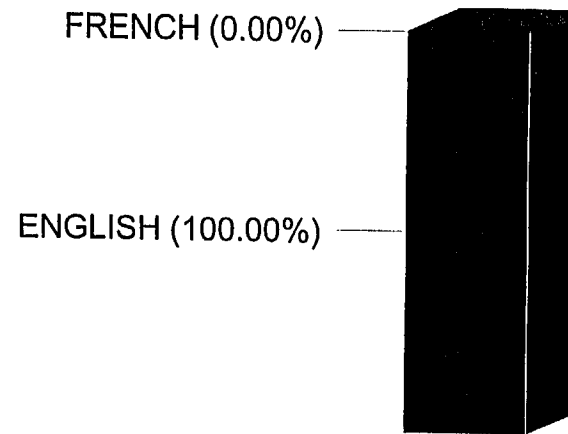


NON-ROTATIONAL EG LINGUISTIC DISTRIBUTION

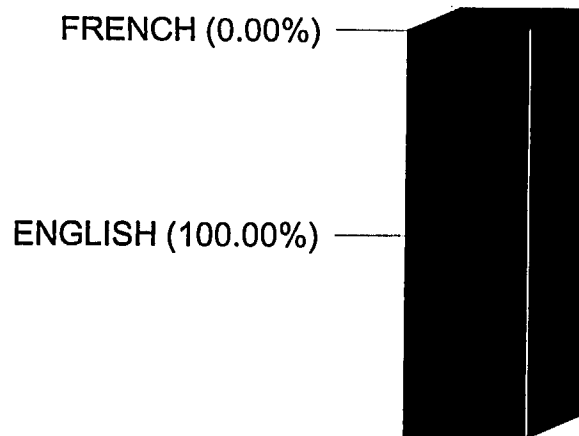
EG-05



EG-06



TOTAL



SUMMARY OF NON-ROTATIONAL ENGINEERING & SCIENTIFIC SUPPORT PERSONNEL (EG) LEVELS 5-6

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
EG-05	2	0	2
EG-06	7	0	7
TOTAL	9	0	9

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
EG-05	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	2
EG-06	0%	0%	0%	0%	14%	14%	43%	29%	0%	0%	7
TOTAL	0%	0%	0%	0%	11%	22%	44%	22%	0%	0%	9

RETIREMENT POTENTIAL *

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
EG-05	50%	0%	50%	0%	2
EG-06	71%	0%	0%	29%	7
TOTAL	67%	0%	11%	22%	9

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
EG-05	0%	0%	50%	50%	0%	0%	2
EG-06	0%	29%	71%	0%	0%	0%	7
TOTAL	0%	22%	67%	11%	0%	0%	9

GENDER DISTRIBUTION

LEVEL	MALE	FEMALE	TOTAL
EG-05	2	0	2
EG-06	7	0	7
TOTAL	9	0	9

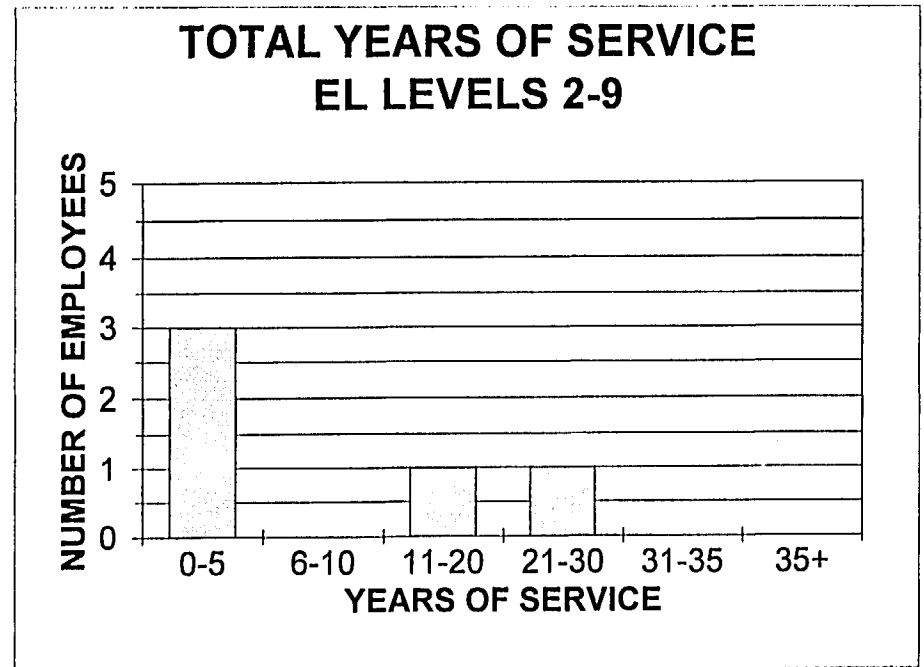
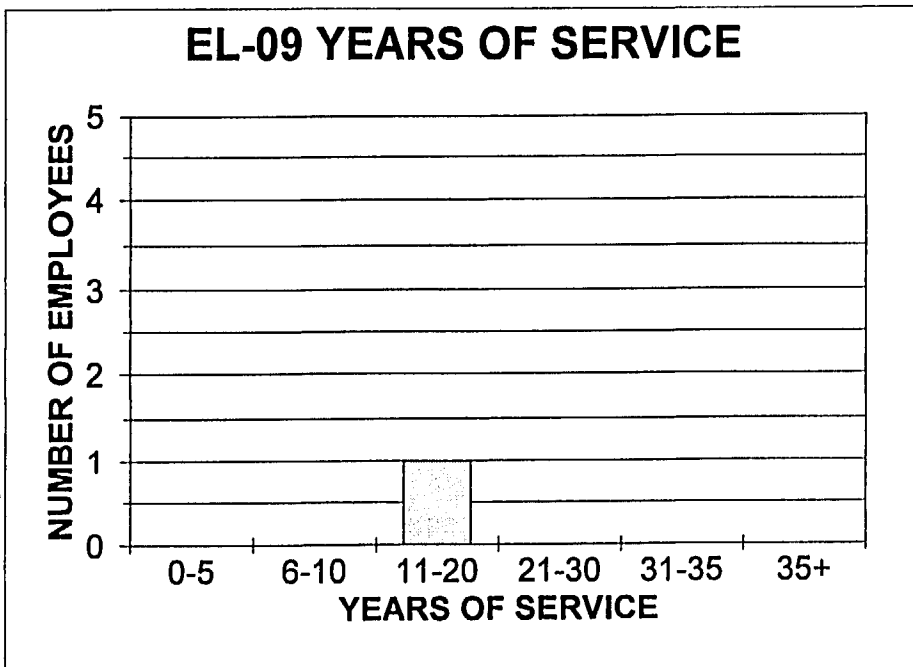
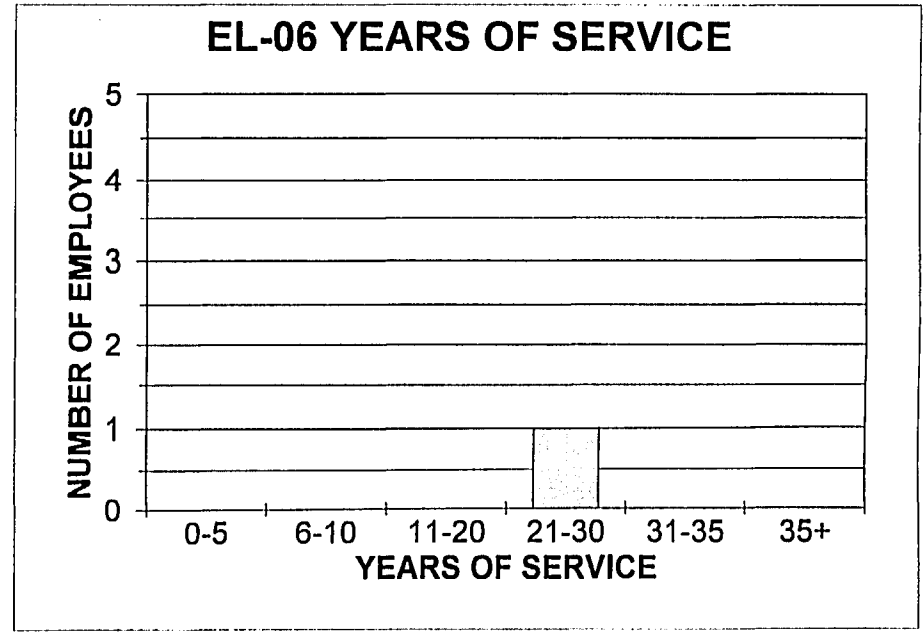
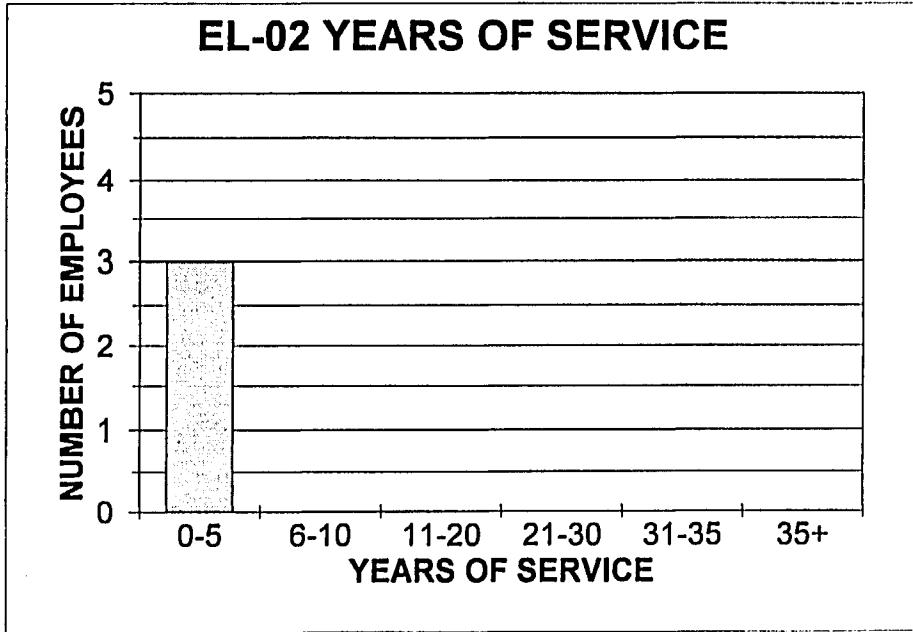
EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EG-05	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
EG-06	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	14%	0	0%	0	0%	0	0%	1	17%
TOTAL	0	0%	0	0%	0	0%	0	0%	1	11%	0	0%	1	13%	0	0%	0	0%	0	0%	1	14%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

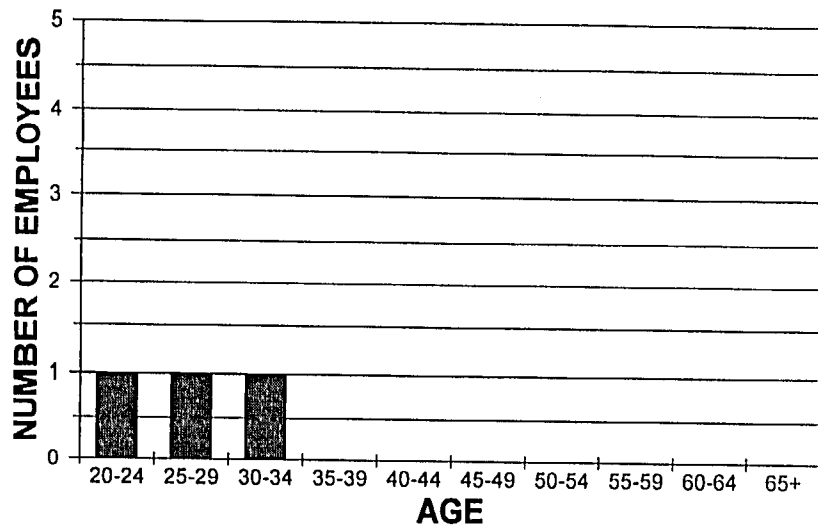
FORM 075 G (S)
PROCÉDE *Plassoir*® PROCESS
MONTREAL - TORONTO

NON-ROTATIONAL ELECTRONICS PERSONNEL (EL) LEVELS 2-9 YEARS OF SERVICE

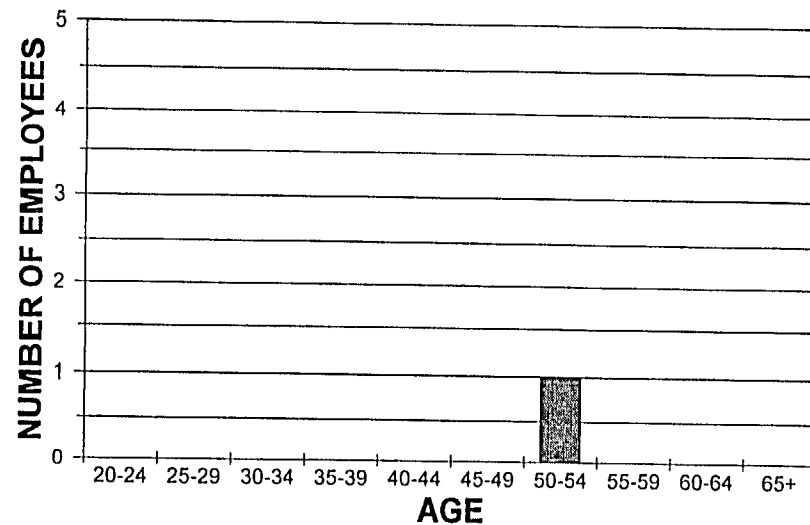


NON-ROTATIONAL ELECTRONICS PERSONNEL (EL) LEVELS 2-9 AGE BREAKDOWN

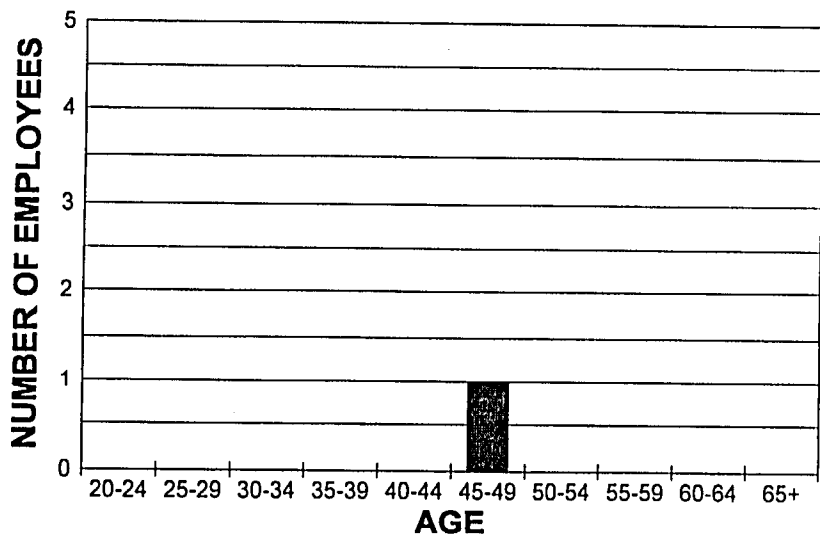
EL-02 AGE BREAKDOWN



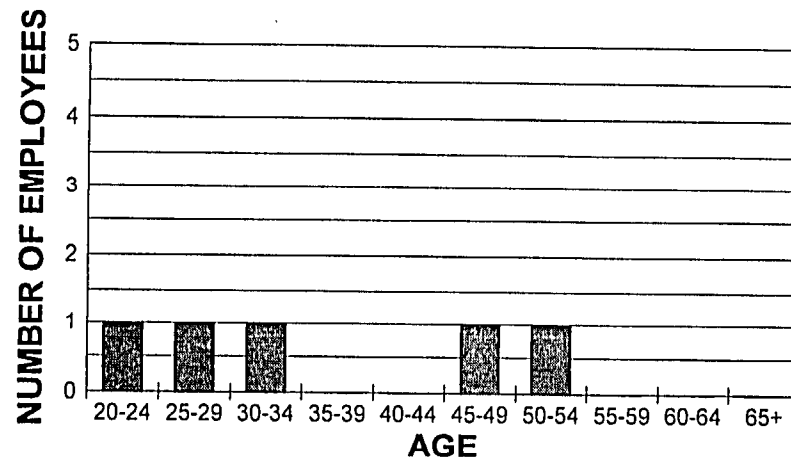
EL-06 AGE BREAKDOWN



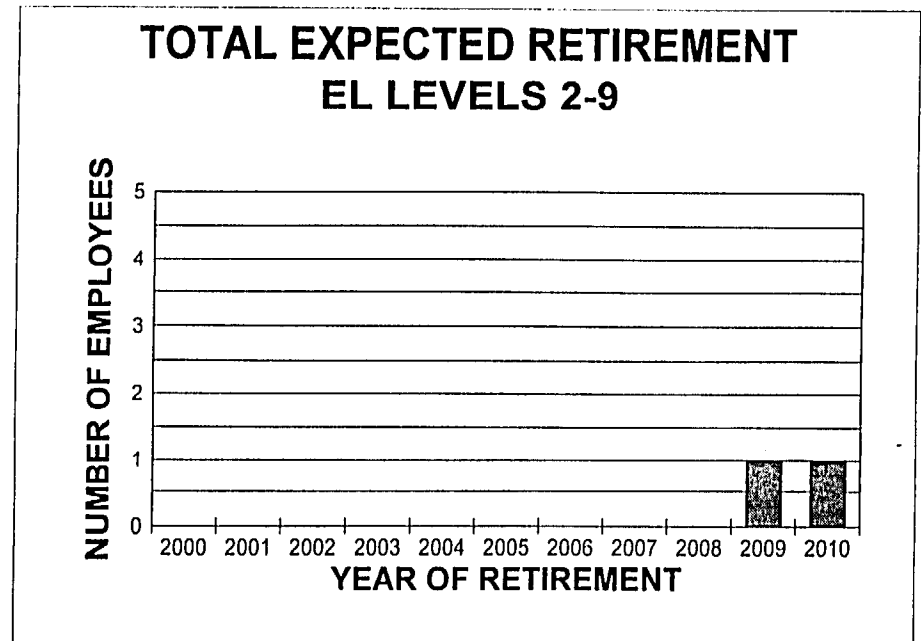
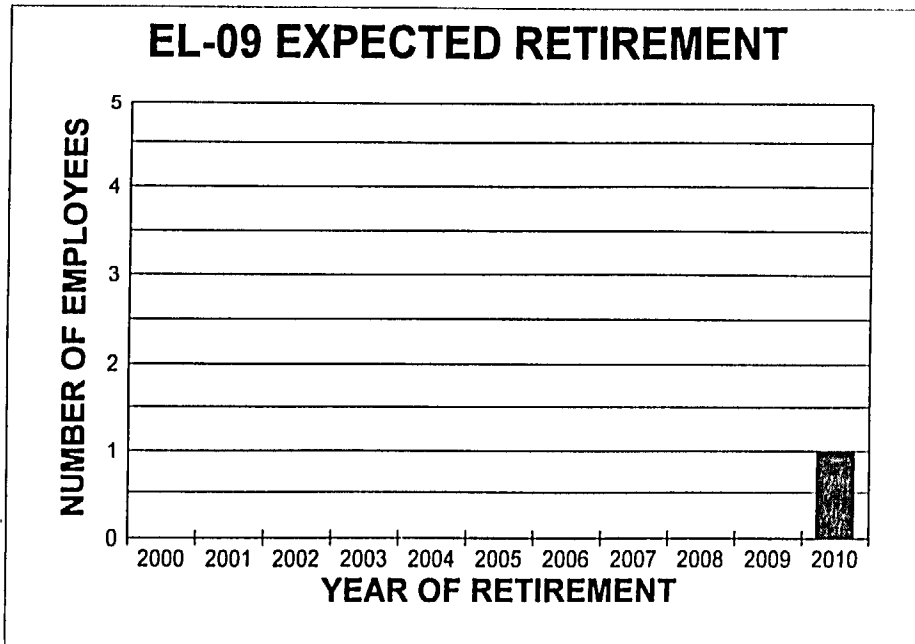
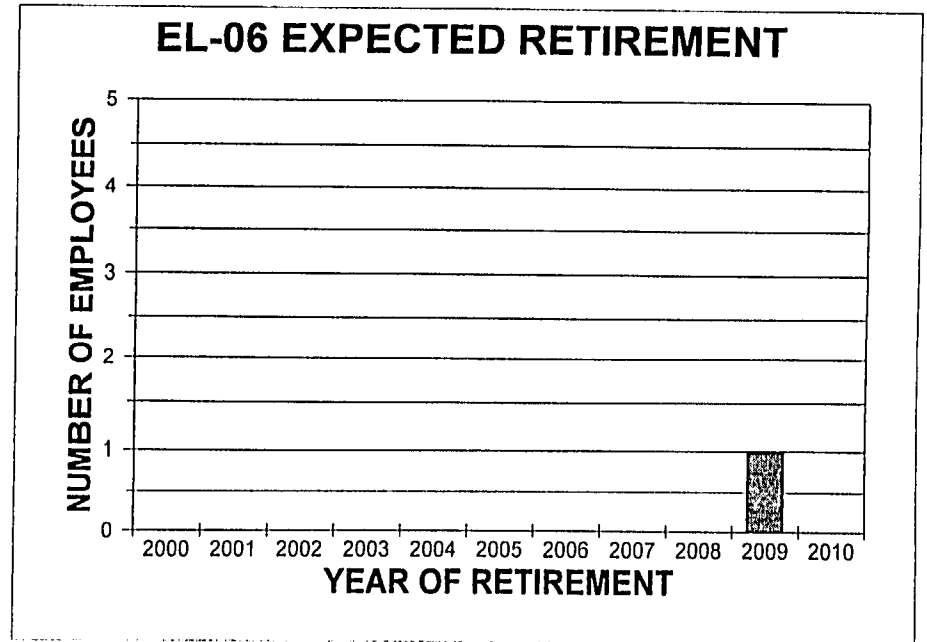
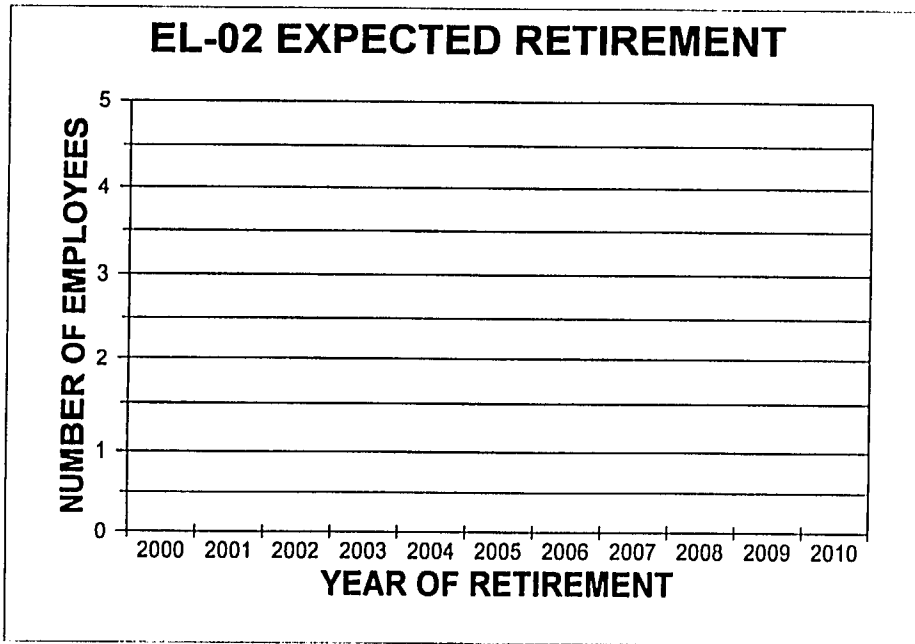
EL-09 AGE BREAKDOWN



TOTAL AGE BREAKDOWN EL LEVELS 2-9



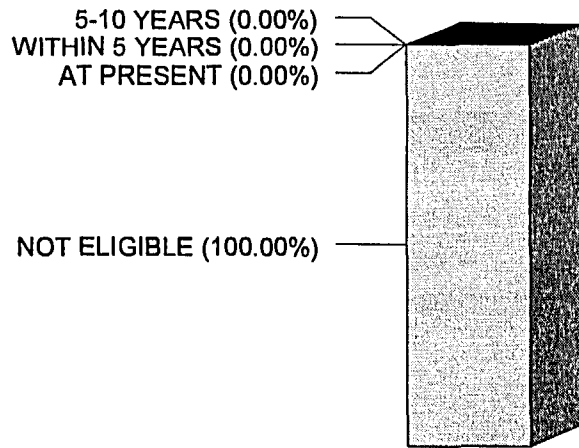
NON-ROTATIONAL ELECTRONICS PERSONNEL (EL) LEVELS 2-9 EXPECTED RETIREMENT*



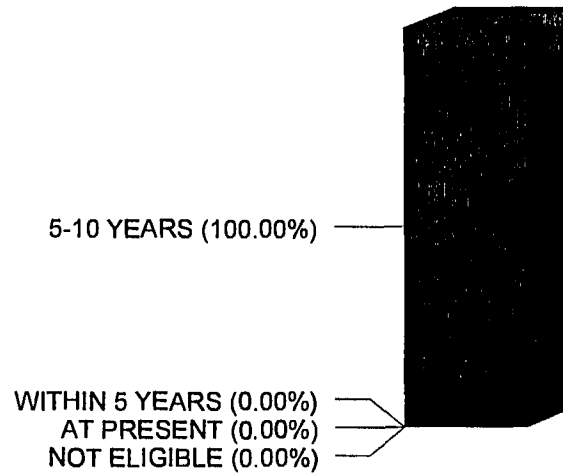
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL EL RETIREMENT POTENTIAL TIME RANGES*

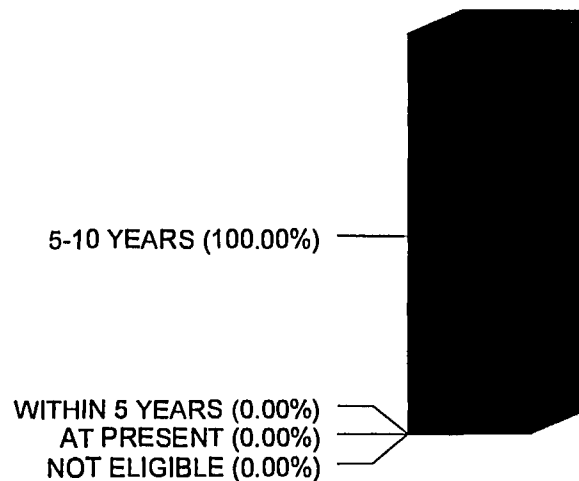
EL-02



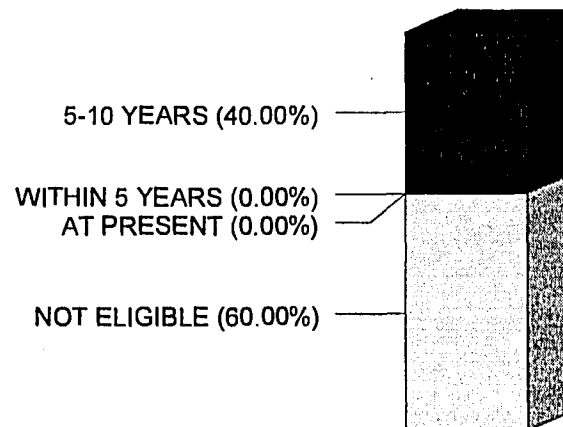
EL-06



EL-09



TOTAL



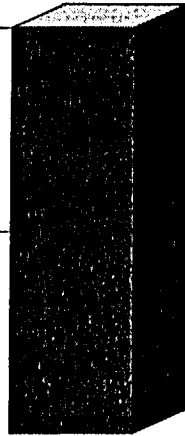
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL EL GENDER DISTRIBUTION

EL-02

FEMALE (0.00%)

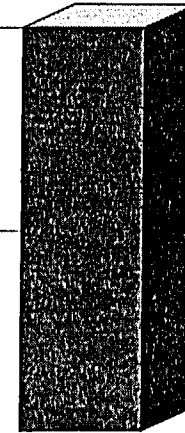
MALE (100.00%)



EL-06

FEMALE (0.00%)

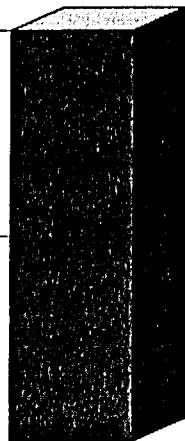
MALE (100.00%)



EL-09

FEMALE (0.00%)

MALE (100.00%)



TOTAL

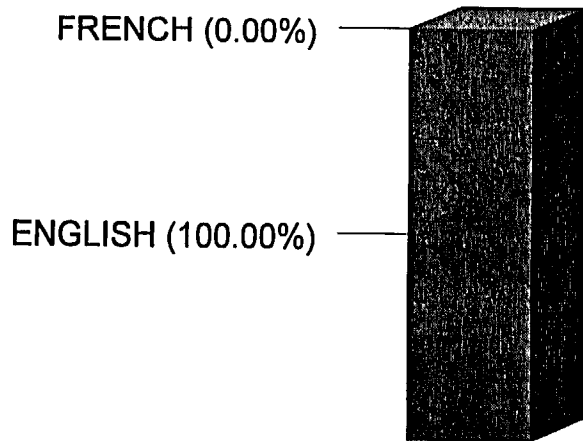
FEMALE (0.00%)

MALE (100.00%)

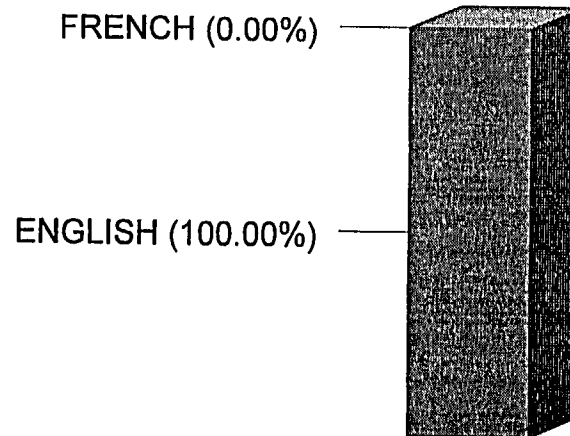


NON-ROTATIONAL EL LINGUISTIC DISTRIBUTION

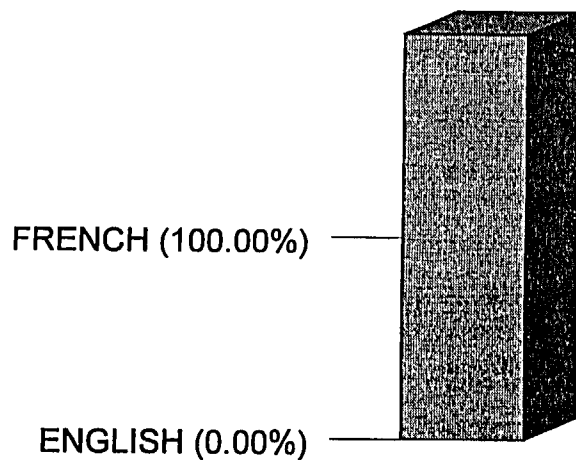
EL-02



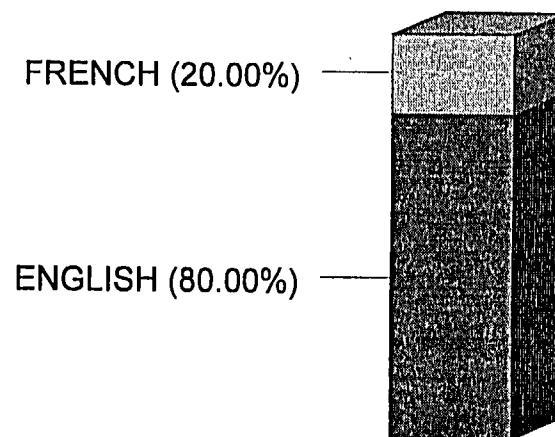
EL-06



EL-09



TOTAL



SUMMARY OF NON-ROTATIONAL ELECTRONICS PERSONNEL (EL) LEVELS 2-9

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
EL-02	3	0	3
EL-06	1	0	1
EL-09	0	1	1
TOTAL	4	1	5

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
EL-02	33%	33%	33%	0%	0%	0%	0%	0%	0%	0%	3
EL-06	0%	0%	10%	0%	0%	0%	100%	0%	0%	0%	1
EL-09	0%	0%	13%	0%	0%	100%	0%	0%	0%	0%	1
TOTAL	20%	20%	20%	0%	0%	20%	20%	0%	0%	0%	5

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
EL-02	100%	0%	0%	0%	3
EL-06	0%	0%	0%	100%	1
EL-09	0%	0%	0%	100%	1
TOTAL	60%	0%	0%	40%	5

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
EL-02	100%	0%	0%	0%	0%	0%	3
EL-06	0%	0%	0%	100%	0%	0%	1
EL-09	0%	0%	100%	0%	0%	0%	1
TOTAL	60%	0%	20%	20%	0%	0%	5

GENDER DISTRUBUTION

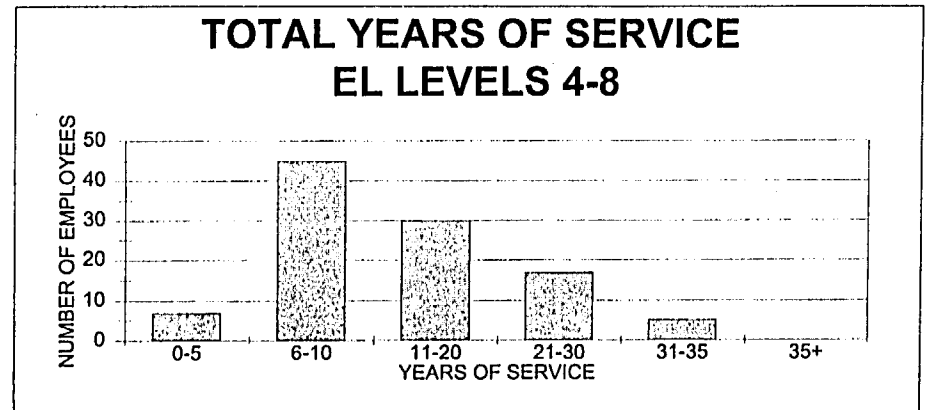
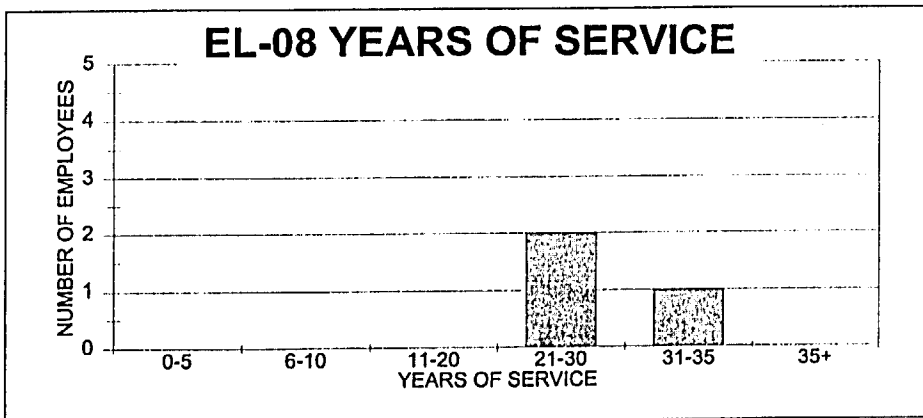
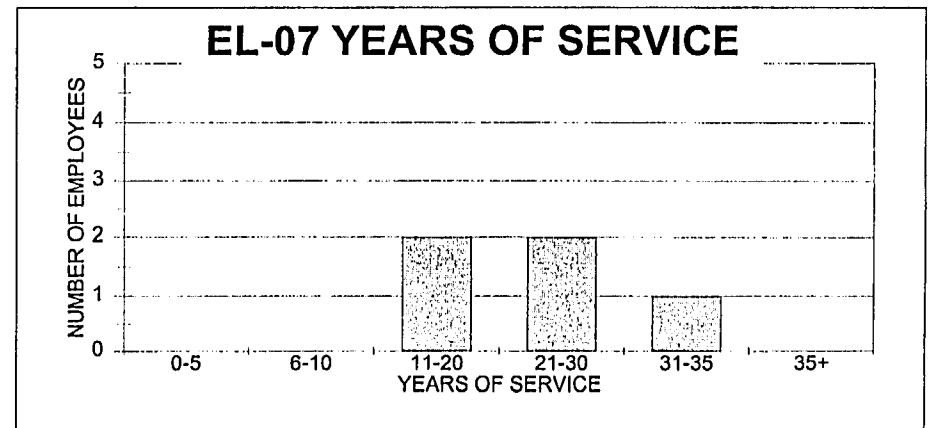
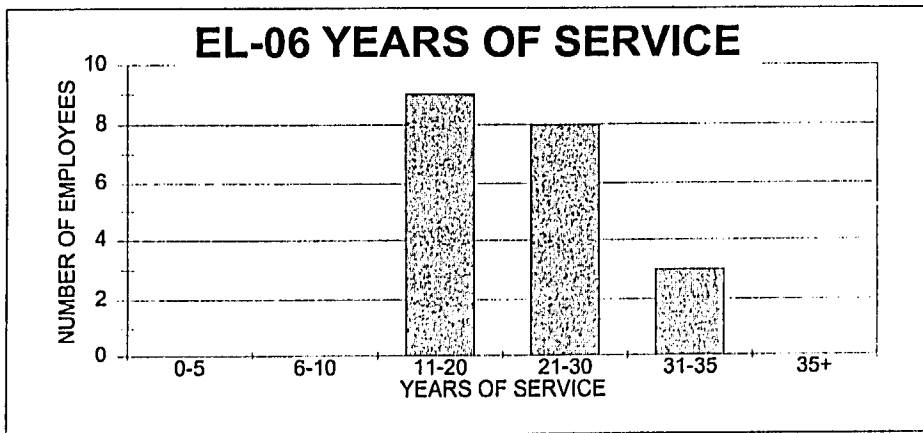
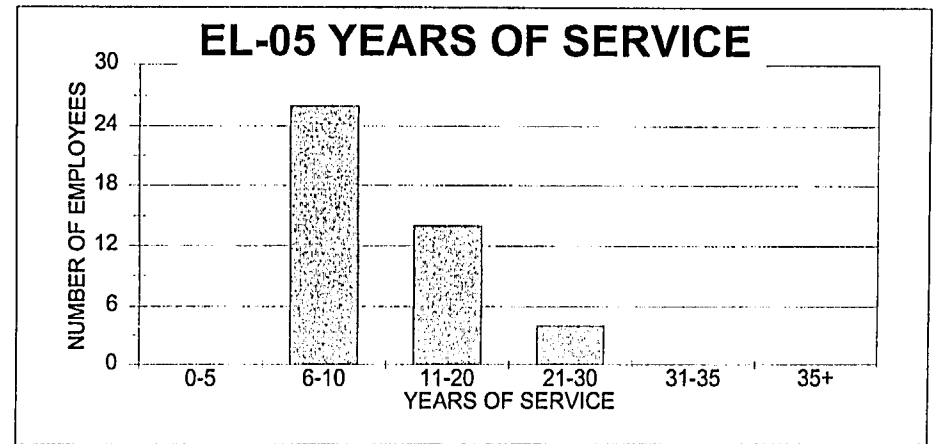
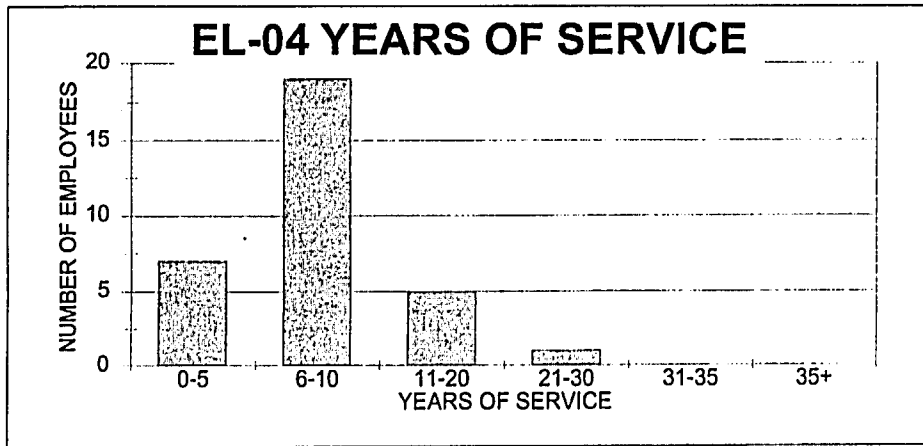
LEVEL	MALE	FEMALE	TOTAL
EL-02	3	0	3
EL-06	1	0	1
EL-09	1	0	1
TOTAL	5	0	5

EXPECTED RETIREMENT BREAKDOWN*

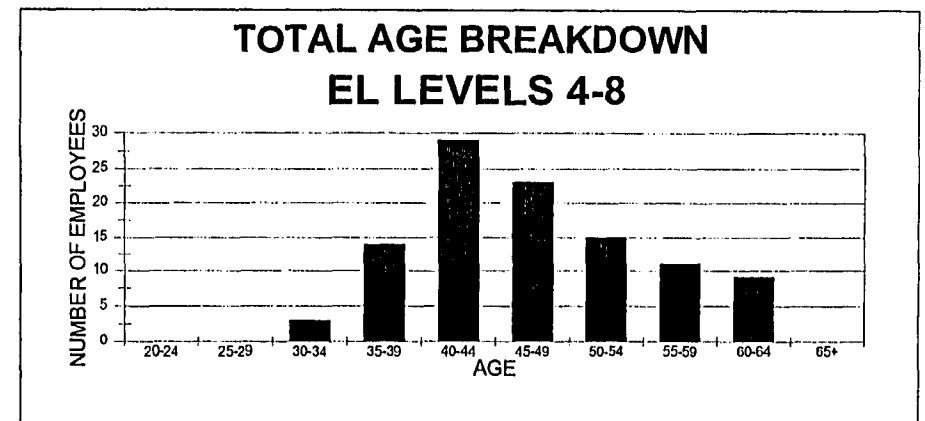
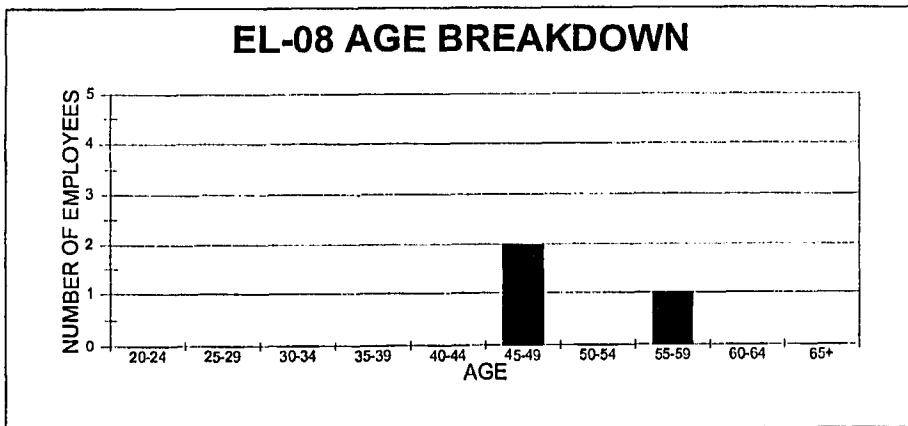
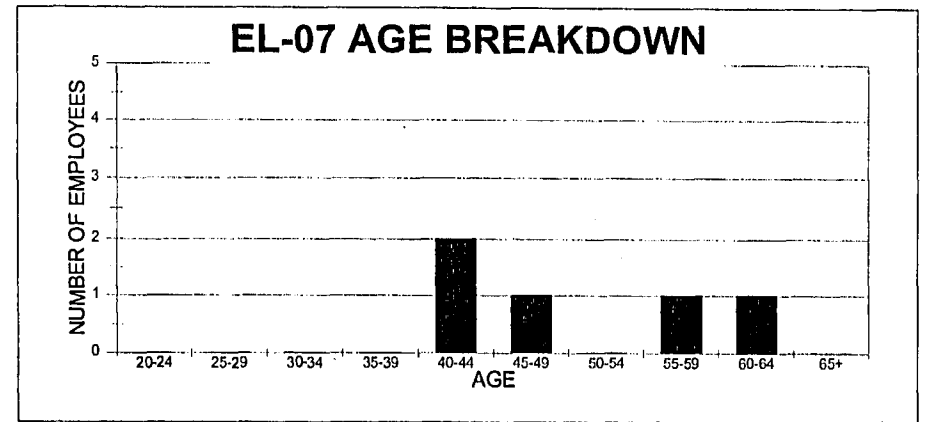
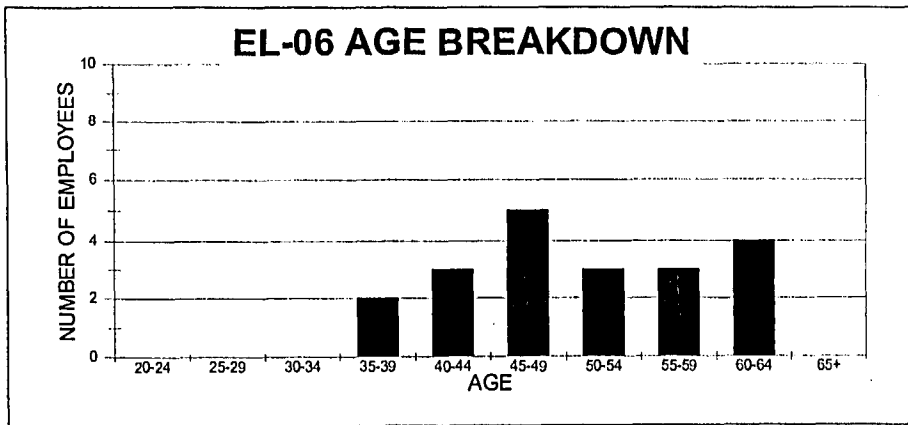
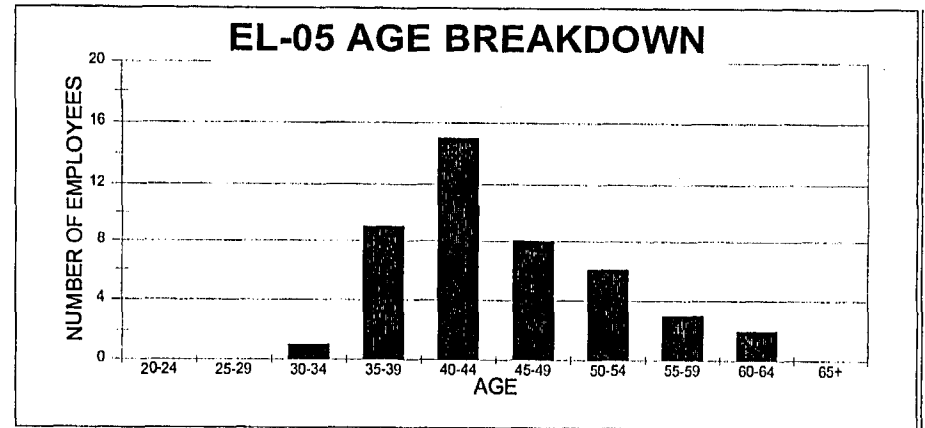
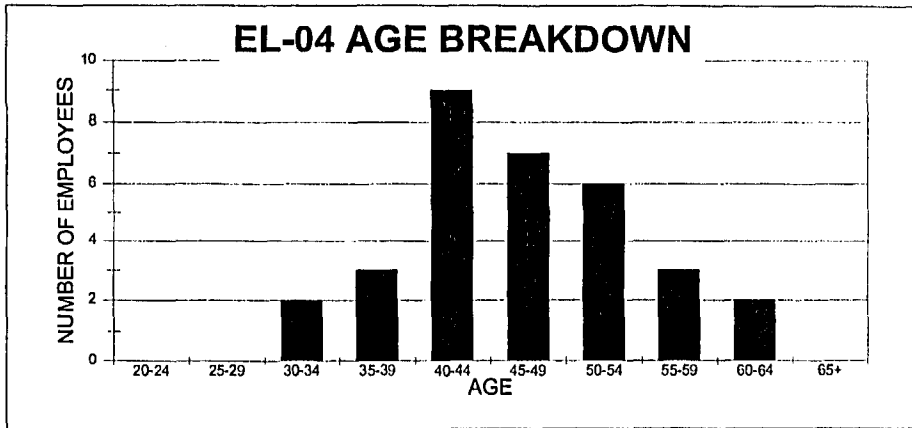
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EL-02	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
EL-06	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
EL-09	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
TOTAL	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	20%	1	25%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

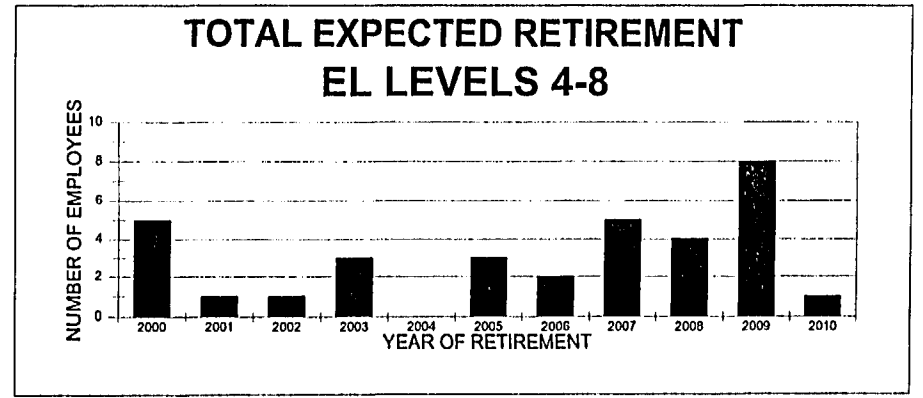
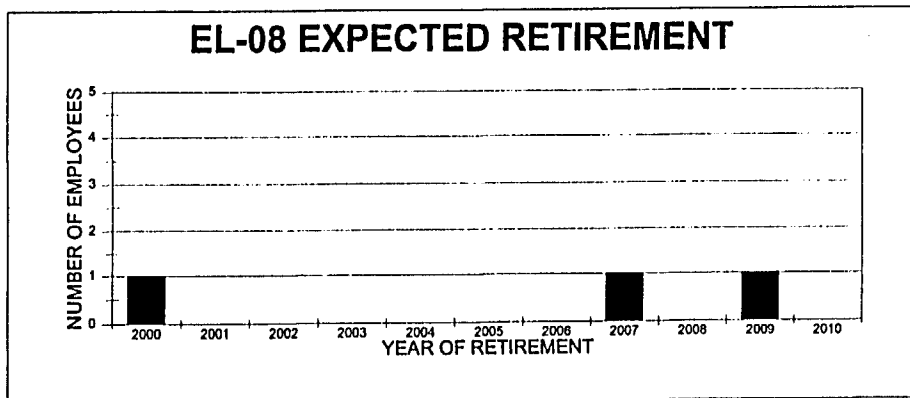
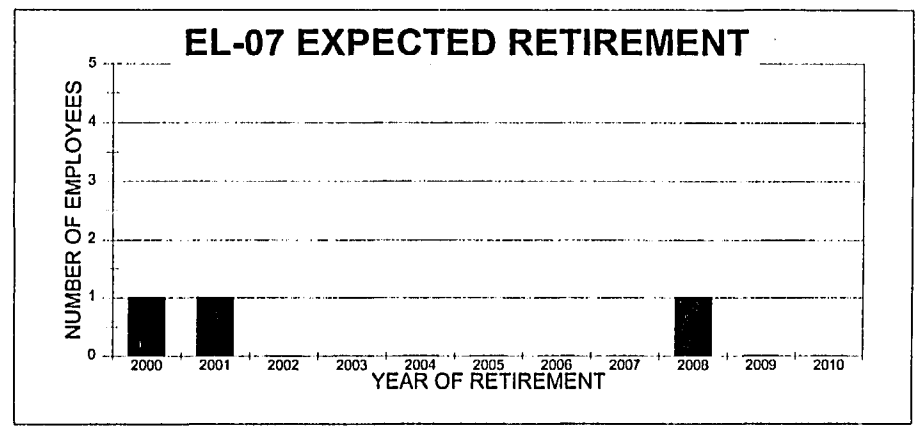
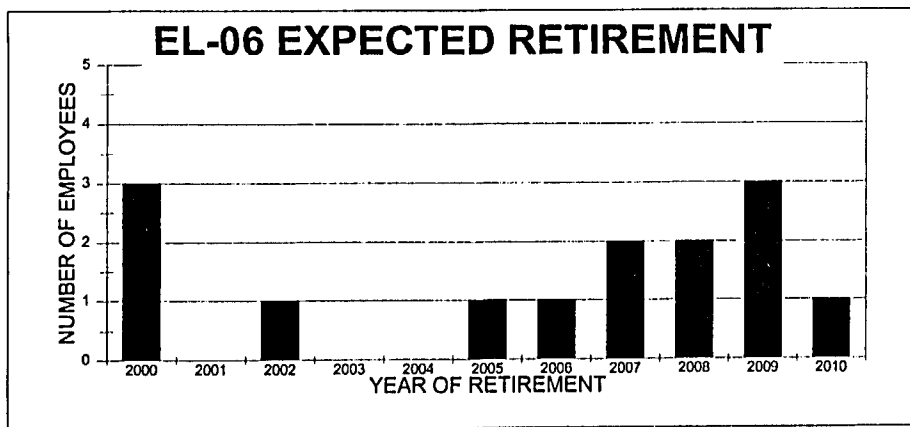
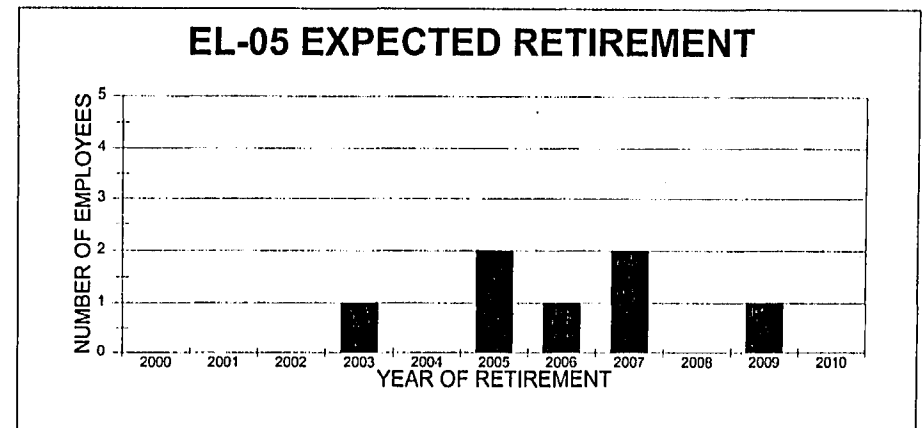
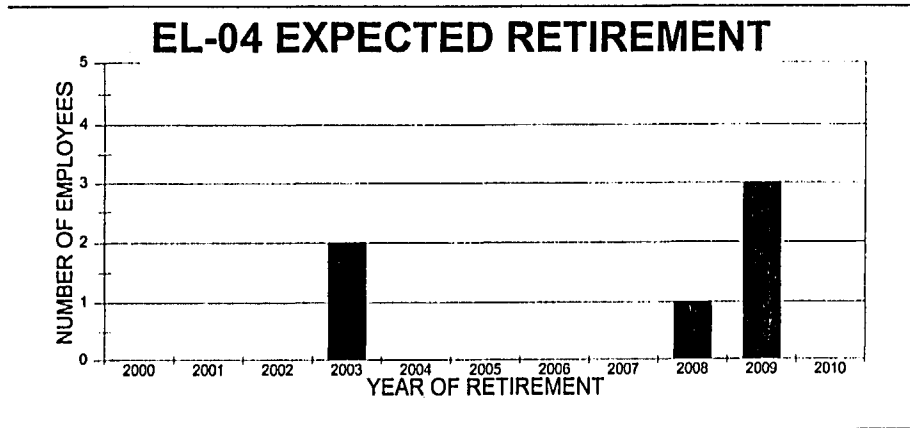
ROTATIONAL ELECTRONICS PERSONNEL (EL) LEVELS 4-8 YEARS OF SERVICE



ROTATIONAL ELECTRONICS PERSONNEL (EL) LEVELS 4-8 AGE BREAKDOWN



ROTATIONAL ELECTRONICS PERSONNEL (EL) LEVELS 4-8 EXPECTED RETIREMENT*

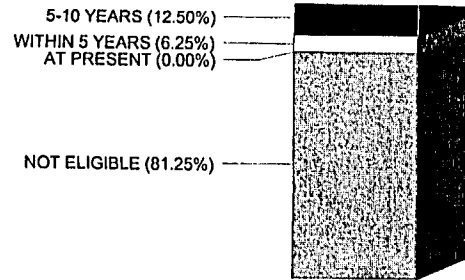


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

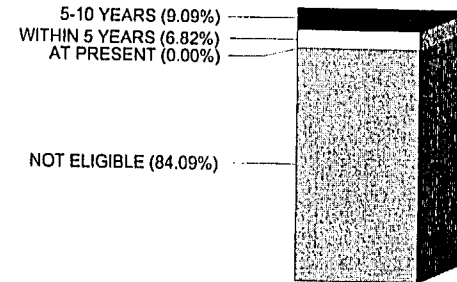
ROTATIONAL EL RETIREMENT POTENTIAL*

TIME RANGES

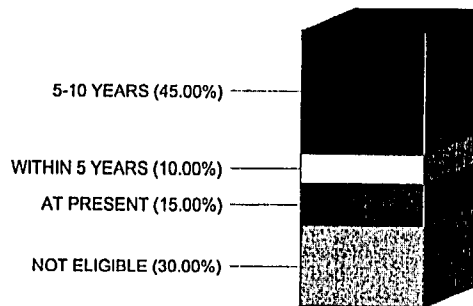
EL-04



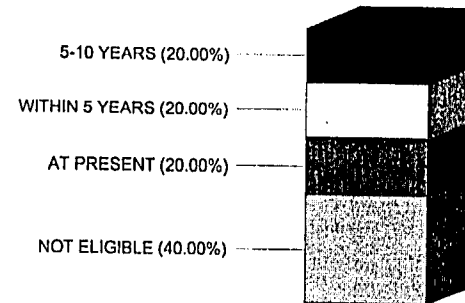
EL-05



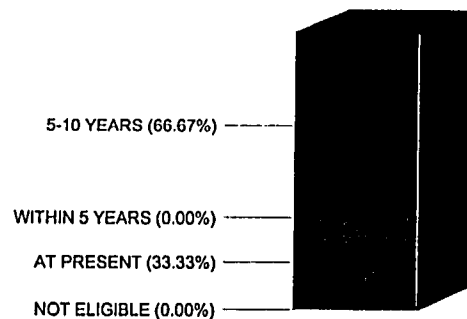
EL-06



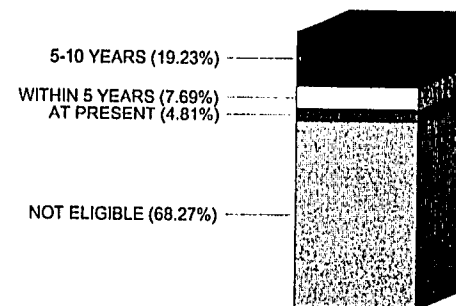
EL-07



EL-08

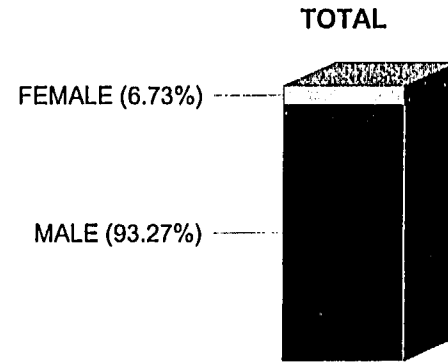
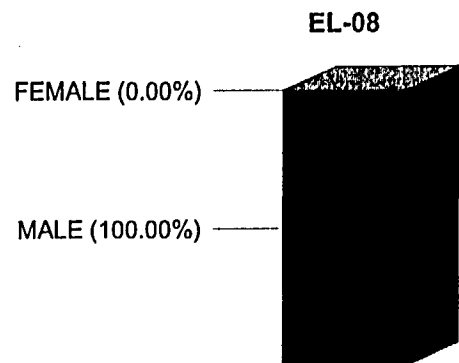
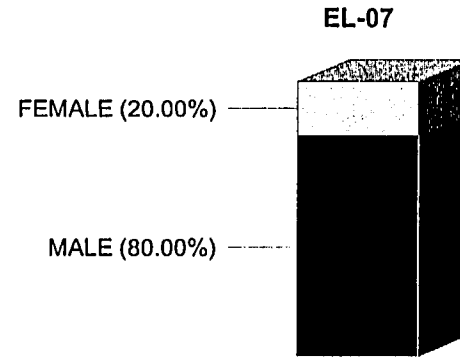
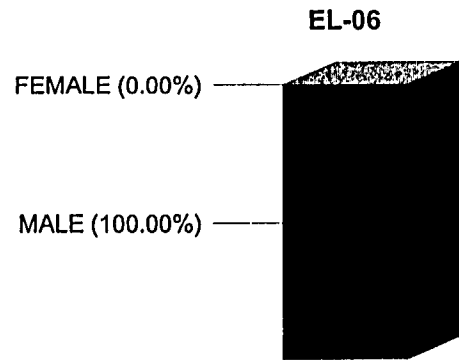
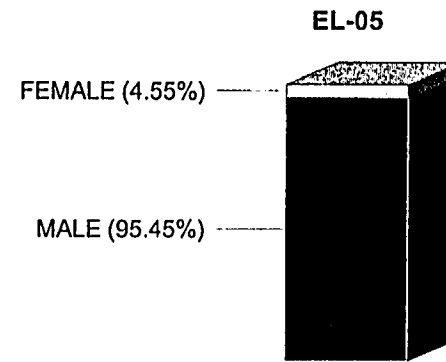
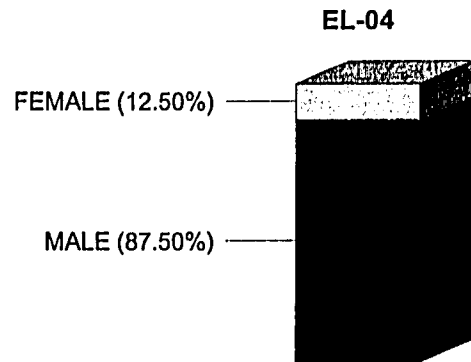


TOTAL

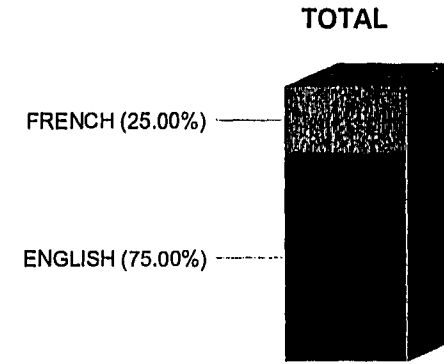
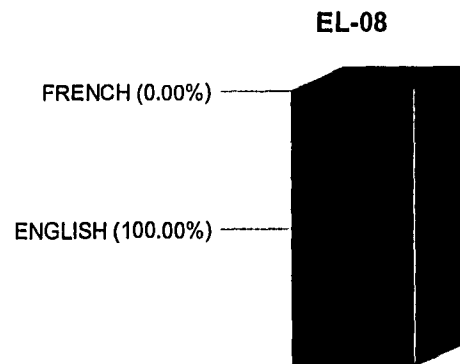
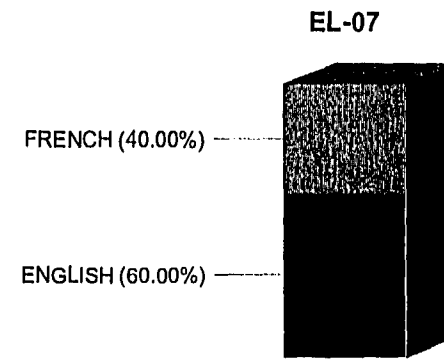
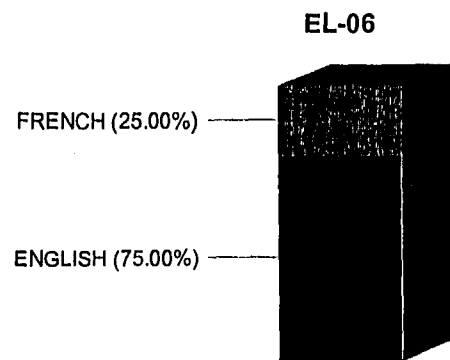
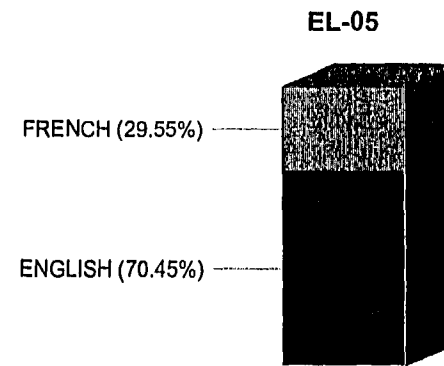
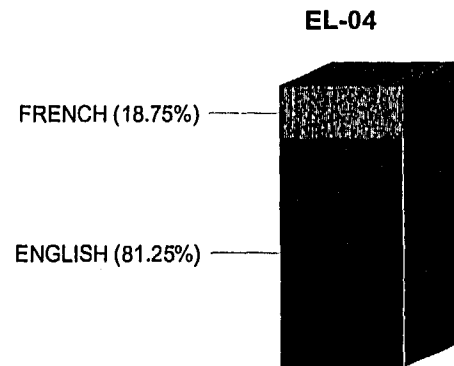


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL EL GENDER DISTRIBUTION



ROTATIONAL EL LINGUISTIC DISTRIBUTION



SUMMARY OF ROTATIONAL ELECTRONICS PERSONNEL (EL) LEVELS 4-8

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
EL-04	26	6	32
EL-05	31	13	44
EL-06	15	5	20
EL-07	3	2	5
EL-08	3	0	3
TOTAL	78	26	104

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
EL-04	0%	0%	6%	9%	28%	22%	19%	9%	6%	0%	32
EL-05	0%	0%	2%	20%	34%	18%	14%	7%	5%	0%	44
EL-06	0%	0%	0%	10%	15%	25%	15%	15%	20%	0%	20
EL-07	0%	0%	0%	0%	40%	20%	0%	20%	20%	0%	5
EL-08	0%	0%	0%	0%	0%	67%	0%	33%	0%	0%	3
TOTAL	0%	0%	3%	13%	28%	22%	14%	11%	9%	0%	104

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
EL-04	81%	0%	6%	13%	32
EL-05	84%	0%	7%	9%	44
EL-06	30%	15%	10%	45%	20
EL-07	40%	20%	20%	20%	5
EL-08	0%	33%	0%	67%	3
TOTAL	68%	5%	8%	19%	104

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
EL-04	22%	59%	16%	3%	0%	0%	32
EL-05	0%	59%	32%	9%	0%	0%	44
EL-06	0%	0%	45%	40%	15%	0%	20
EL-07	0%	0%	40%	40%	20%	0%	5
EL-08	0%	0%	0%	67%	33%	0%	3
TOTAL	7%	43%	29%	16%	5%	0%	104

GENDER DISTRIBUTION

LEVEL	MALE	FEMALE	TOTAL
EL-04	28	4	32
EL-05	42	2	44
EL-06	20	0	20
EL-07	4	1	5
EL-08	3	0	3
TOTAL	97	7	104

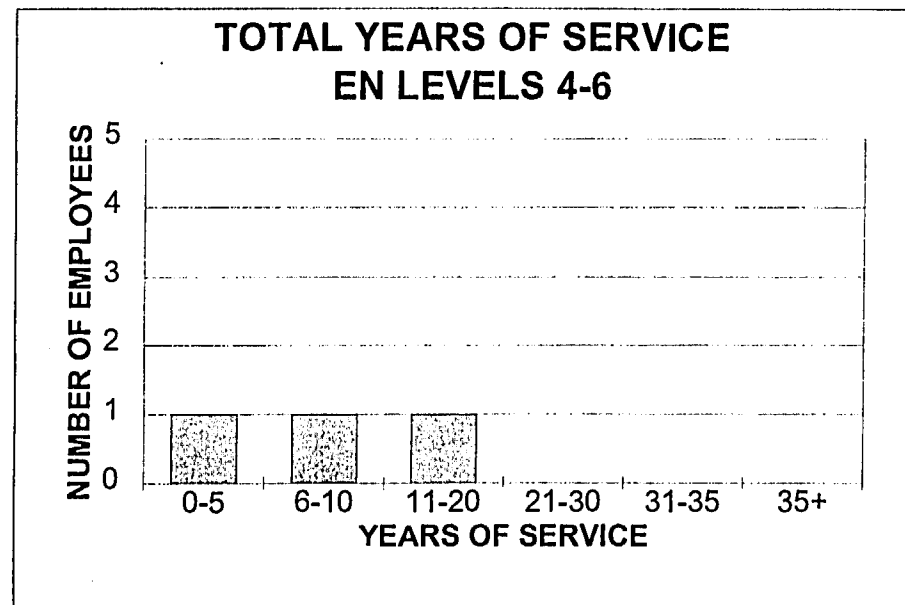
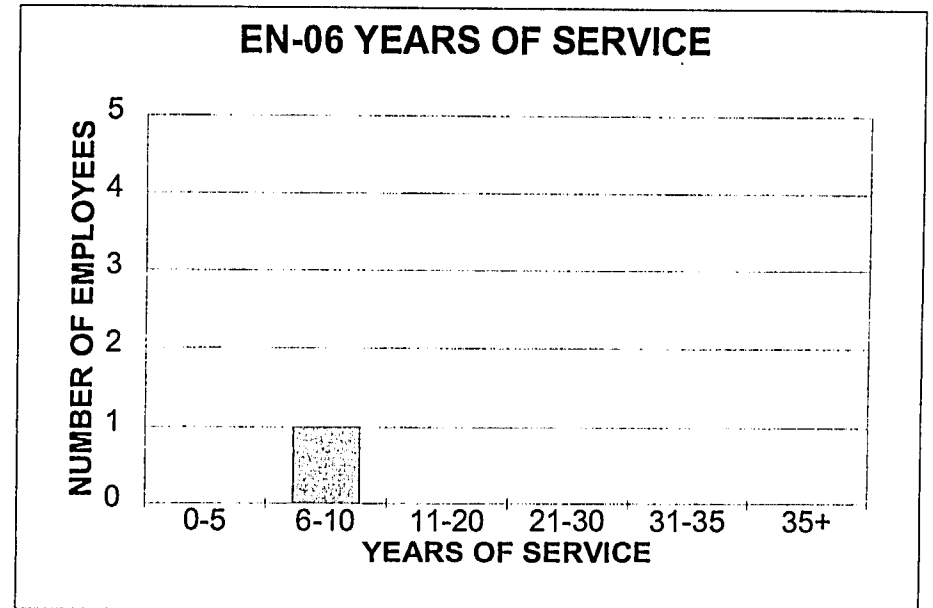
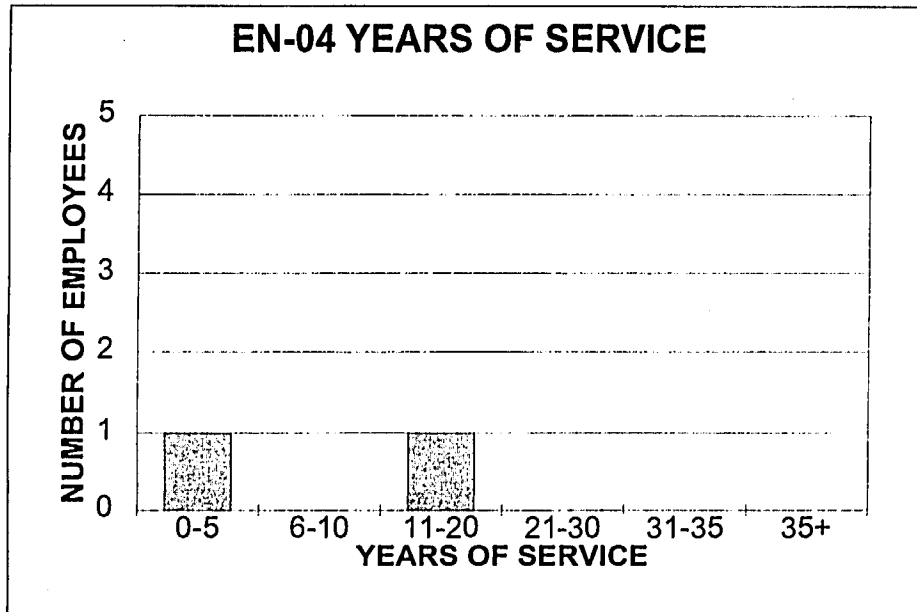
EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EL-04	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%	0	0%	1	3%	3	10%	0	0%
EL-05	0	0%	0	0%	0	0%	1	2%	0	0%	2	5%	1	2%	2	5%	0	0%	1	3%	0	0%
EL-06	3	15%	0	0%	1	6%	0	0%	0	0%	1	6%	1	7%	2	14%	2	17%	3	30%	1	14%
EL-07	1	20%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%
EL-08	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	1	100%	0	0%
TOTAL	5	5%	1	1%	1	1%	3	3%	0	0%	3	3%	2	2%	5	6%	4	5%	8	10%	1	1%

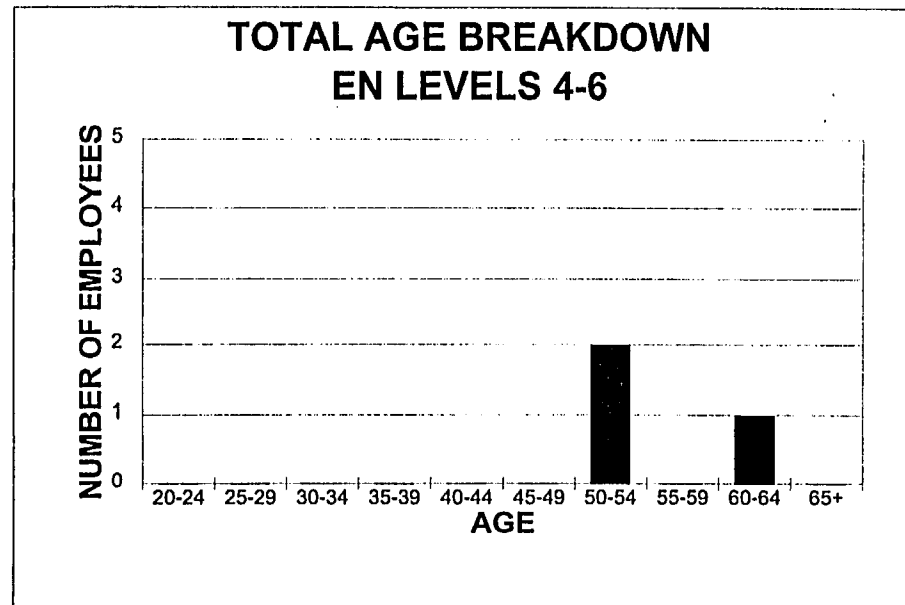
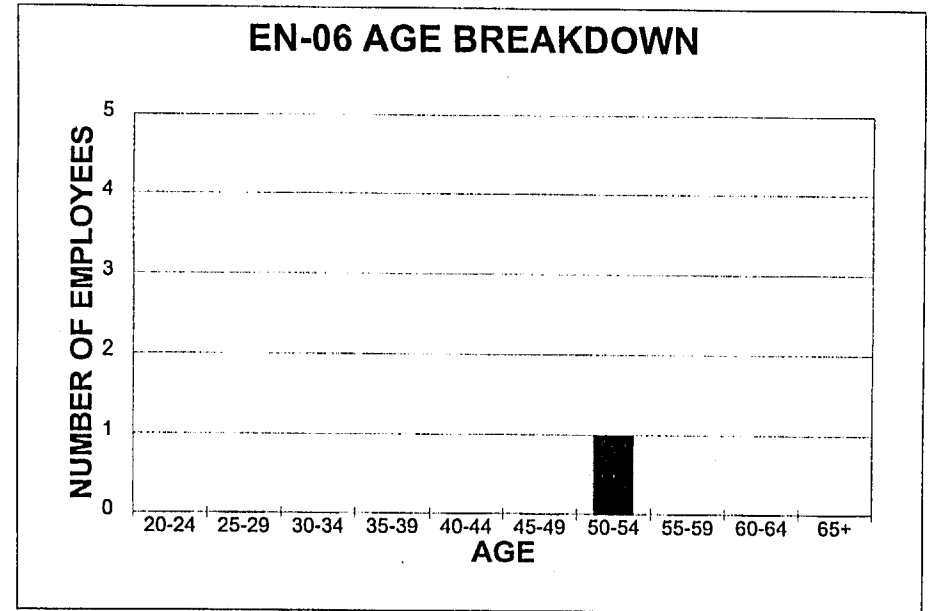
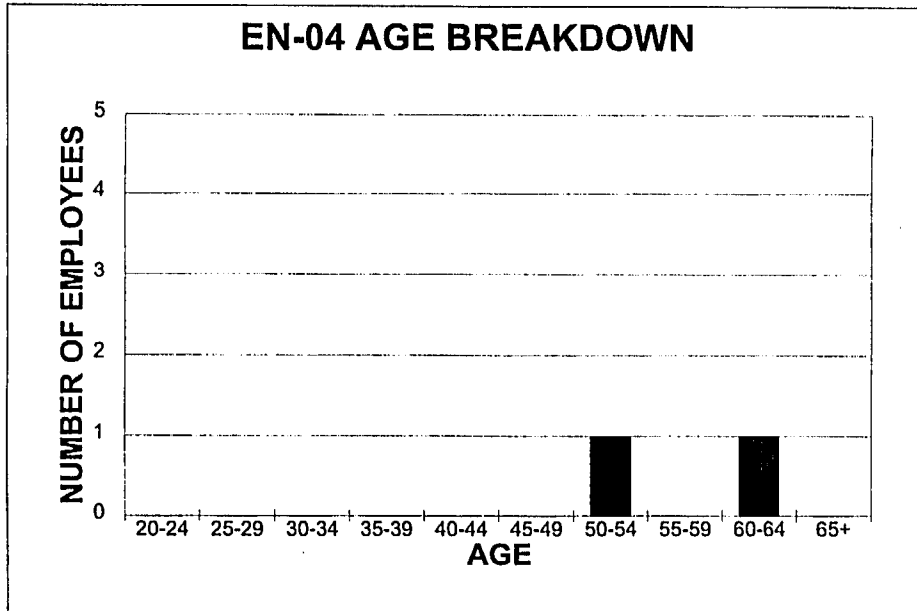
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

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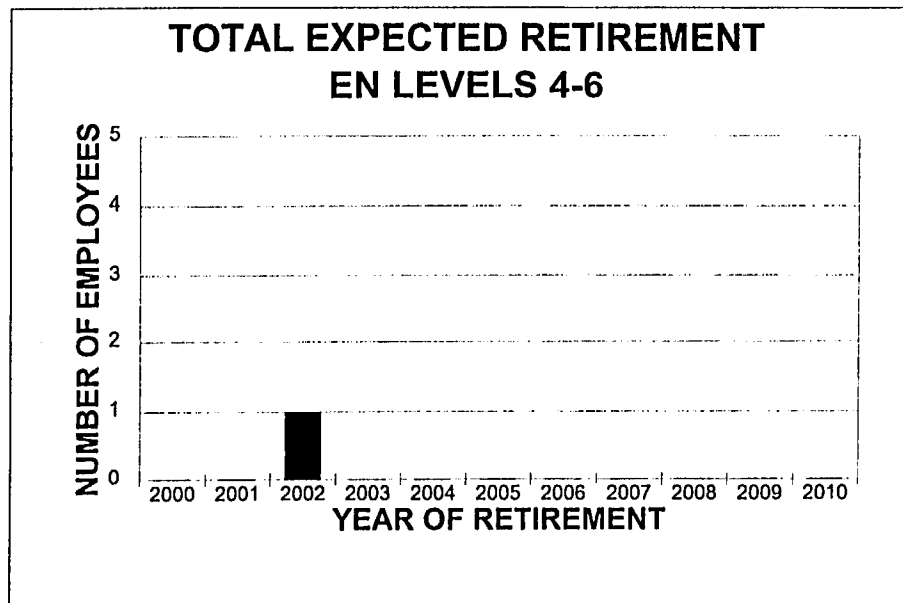
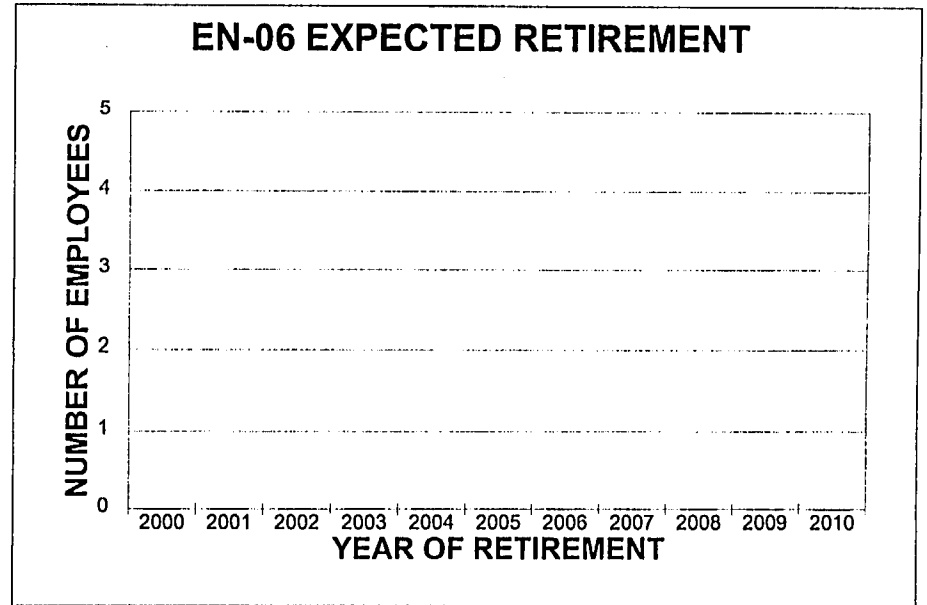
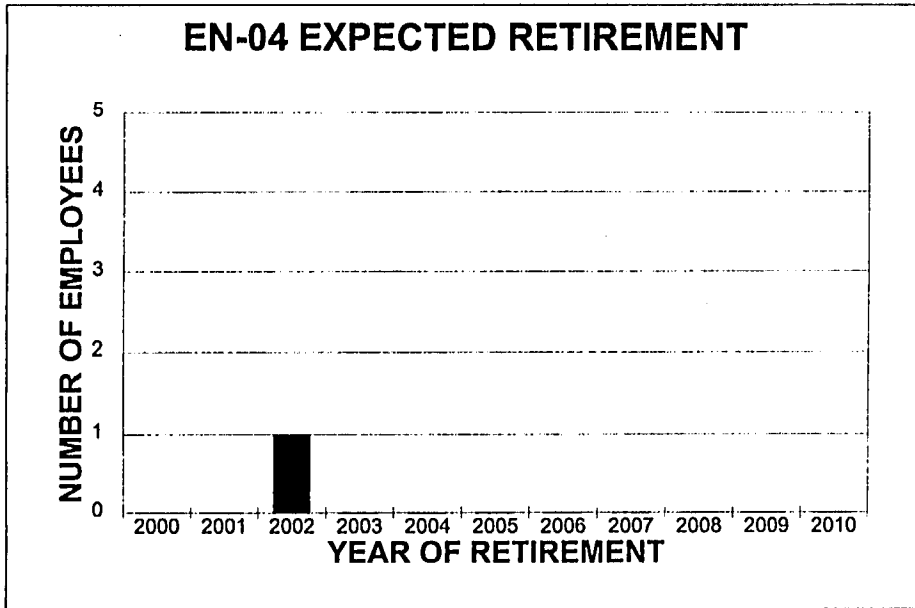
NON-ROTATIONAL ENGINEERING & LAND SURVEY PERSONNEL (EN) LEVELS 4-6 YEARS OF SERVICE



NON-ROTATIONAL ENGINEERING & LAND SURVEY PERSONNEL (EN) LEVELS 4-6 AGE BREAKDOWN

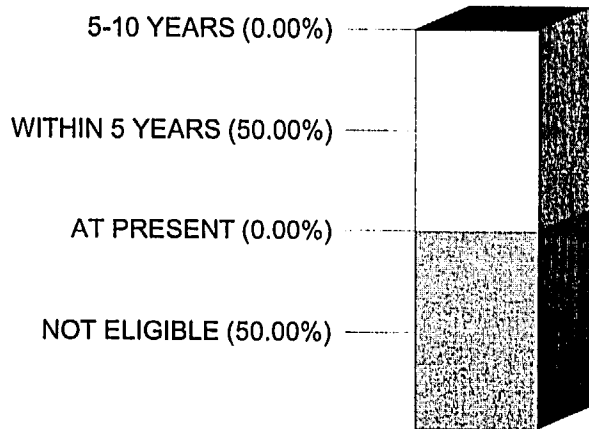


NON-ROTATIONAL ENGINEERING & LAND SURVEY PERSONNEL (EN) LEVELS 4-6 EXPECTED RETIREMENT*

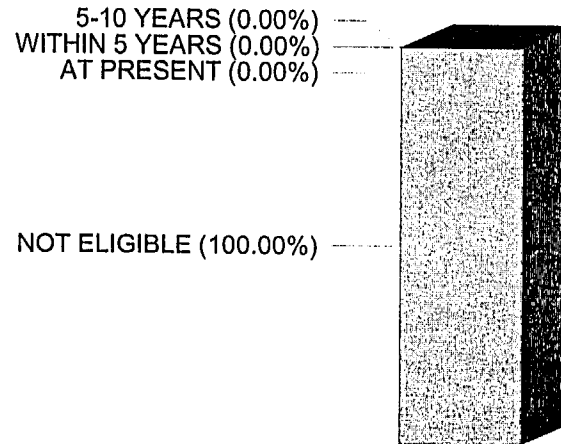


NON-ROTATIONAL EN RETIREMENT POTENTIAL TIME RANGES*

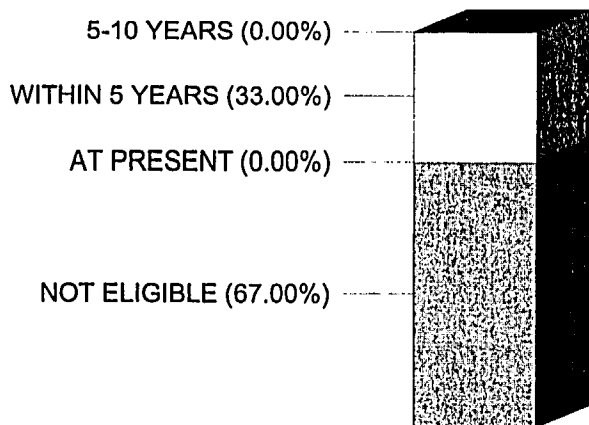
EN-04



EN-06



TOTAL



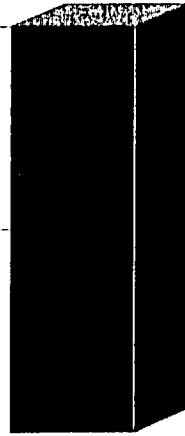
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL EN GENDER DISTRIBUTION

EN-04

FEMALE (0.00%)

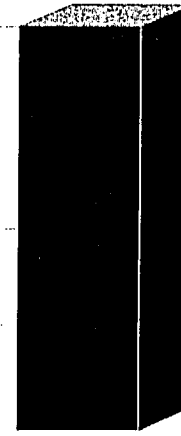
MALE (100.00%)



EN-06

FEMALE (0.00%)

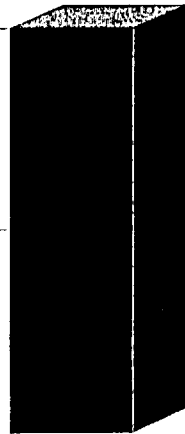
MALE (100.00%)



TOTAL

FEMALE (0.00%)

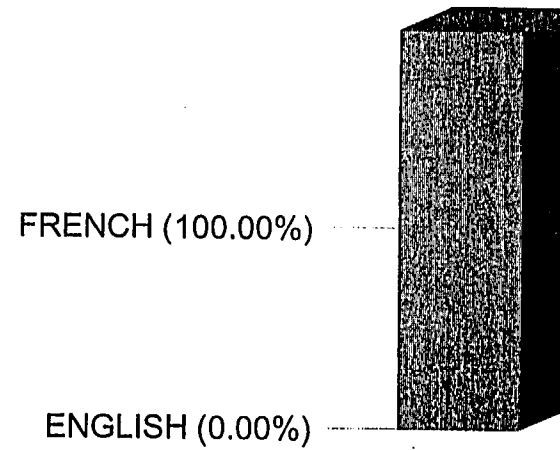
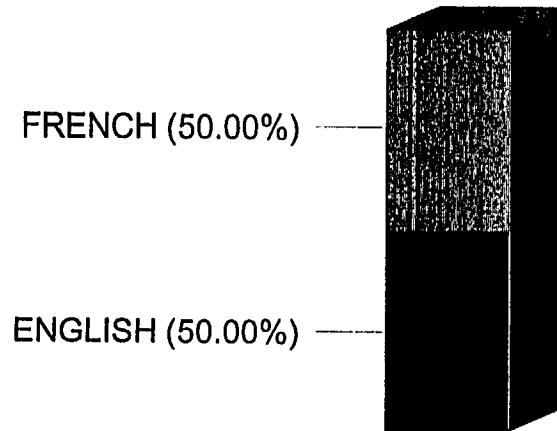
MALE (100.00%)



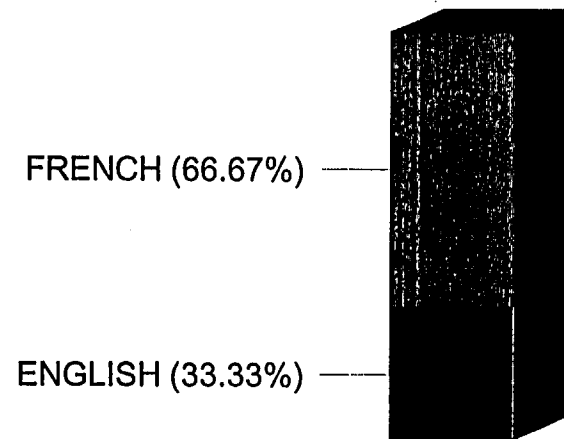
NON-ROTATIONAL EN LINGUISTIC DISTRIBUTION

EN-04

EN-06



TOTAL



SUMMARY OF NON-ROTATIONAL ENGINEERING & LAND SURVEY PERSONNEL (EN) LEVELS 4-6

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
EN-04	1	1	2
EN-06	0	1	1
TOTAL	1	2	3

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
EN-04	0%	0%	0%	0%	0%	0%	50%	0%	50%	0%	2
EN-06	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	1
TOTAL	0%	0%	0%	0%	0%	0%	67%	0%	33%	0%	3

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
EN-04	50%	0%	50%	0%	2
EN-06	100%	0%	0%	0%	1
TOTAL	67%	0%	33%	0%	3

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
EN-04	50%	0%	50%	0%	0%	0%	2
EN-06	0%	100%	0%	0%	0%	0%	1
TOTAL	33%	33%	33%	0%	0%	0%	3

GENDER DISTRIBUTION

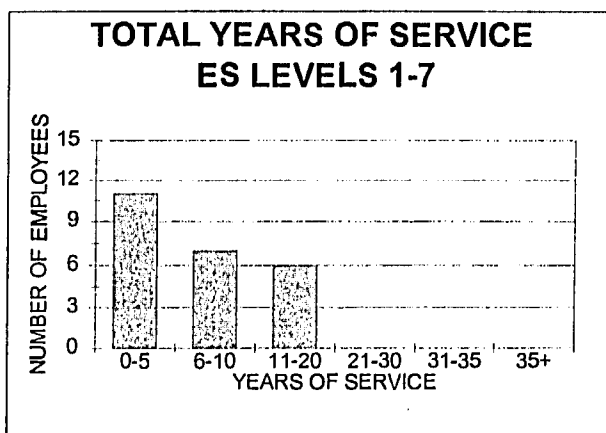
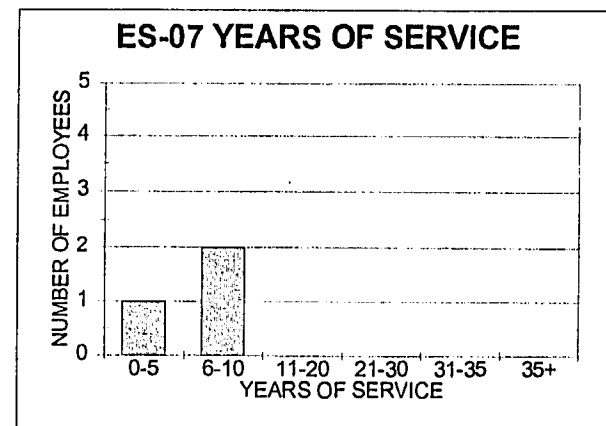
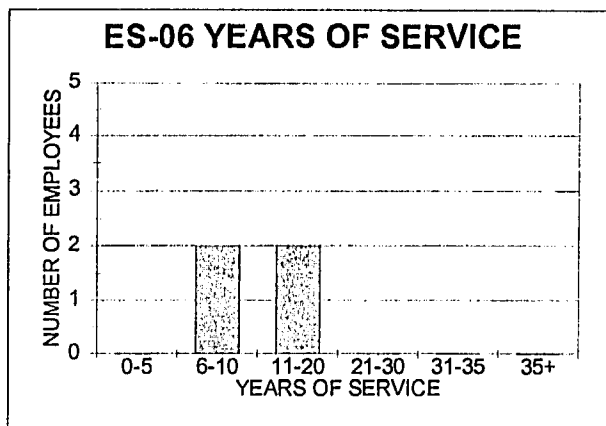
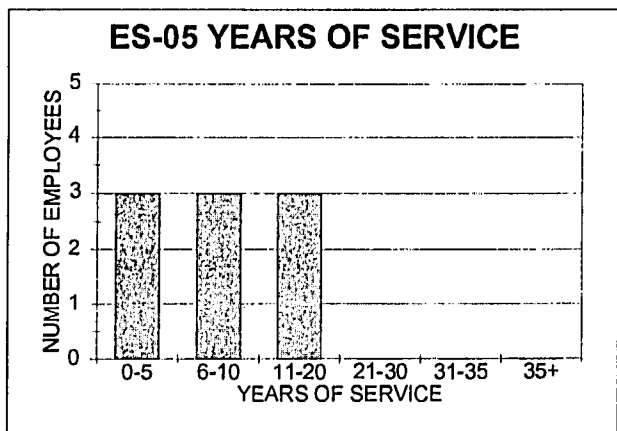
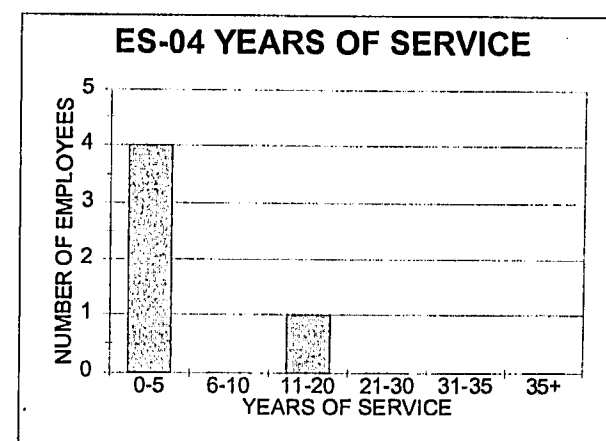
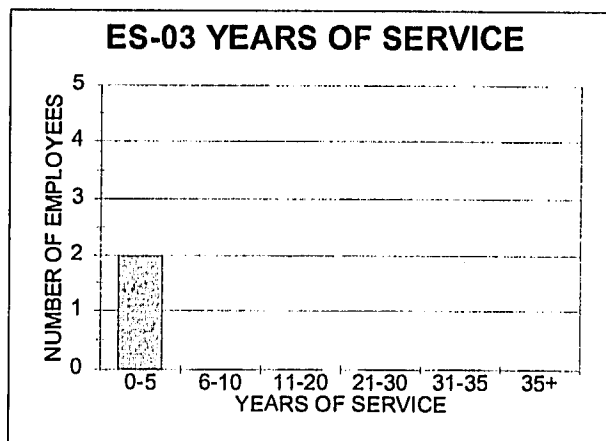
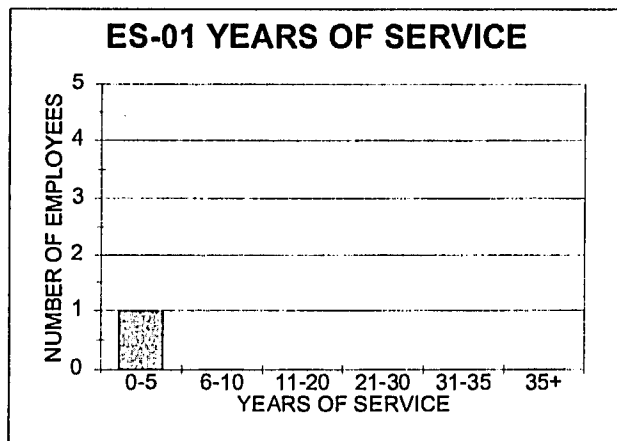
LEVEL	MALE	FEMALE	TOTAL
EN-04	2	0	2
EN-06	1	0	1
TOTAL	3	0	3

EXPECTED RETIREMENT BREAKDOWN*

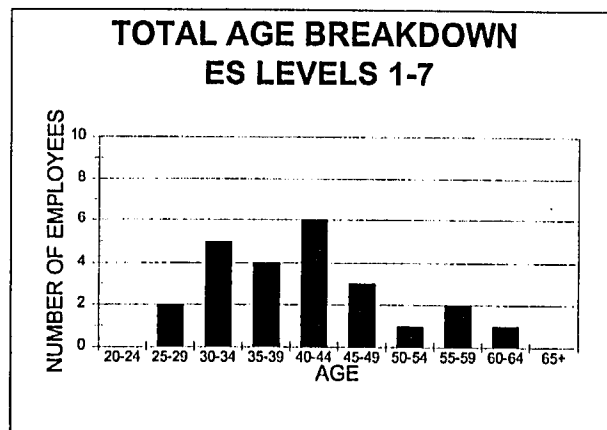
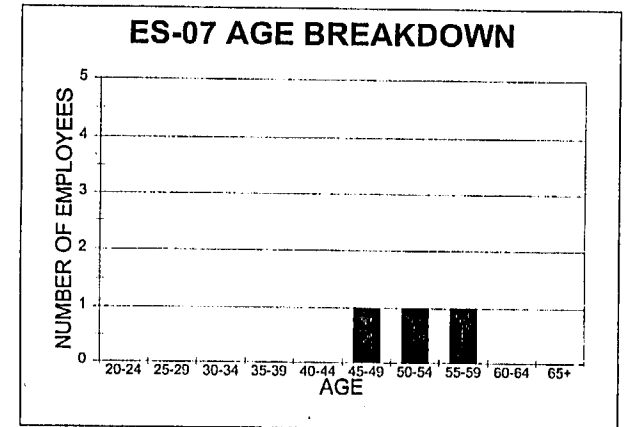
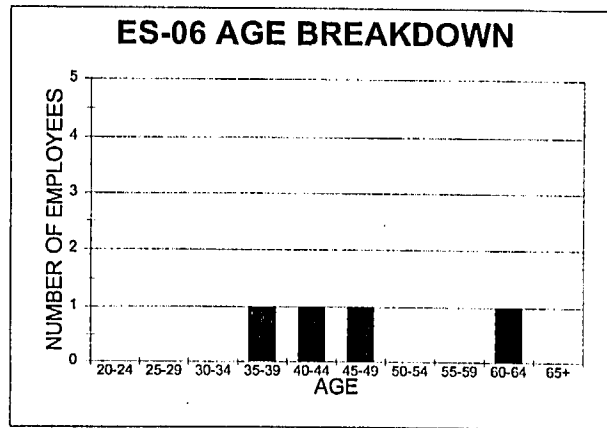
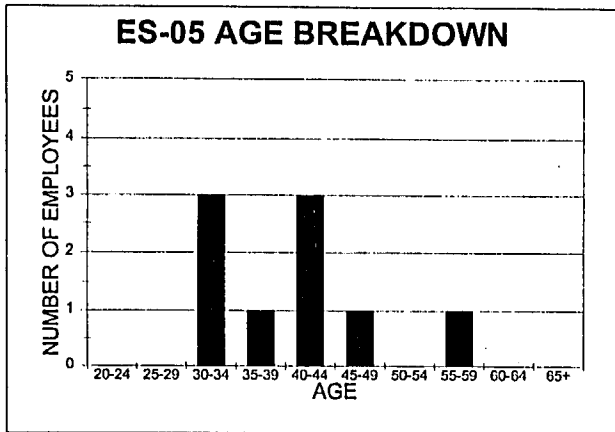
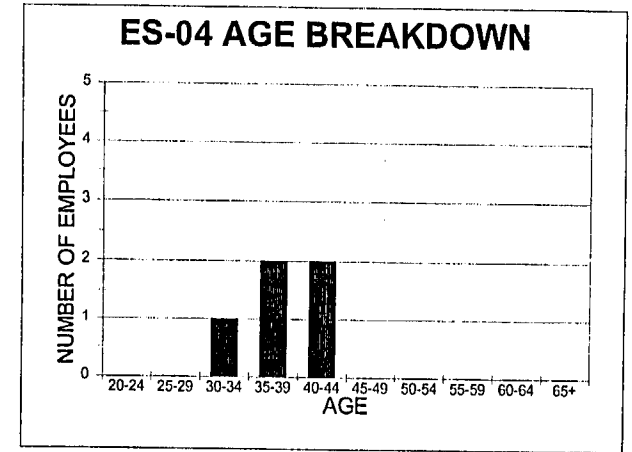
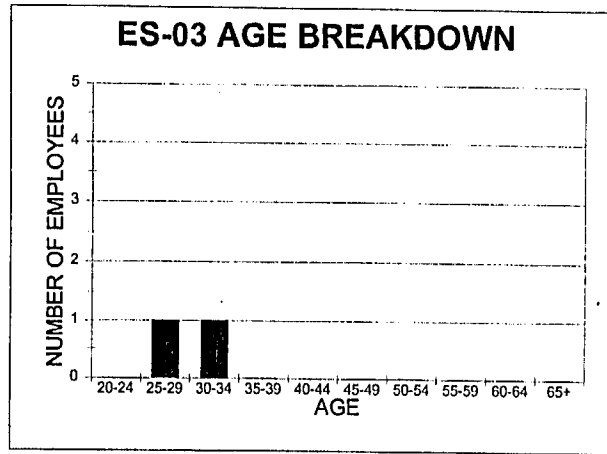
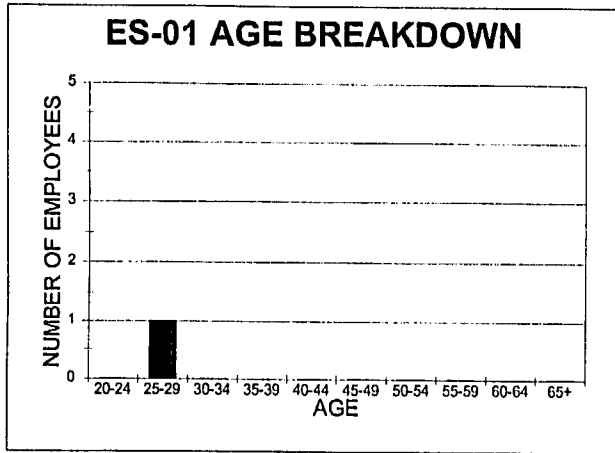
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EN-04	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
EN-06	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

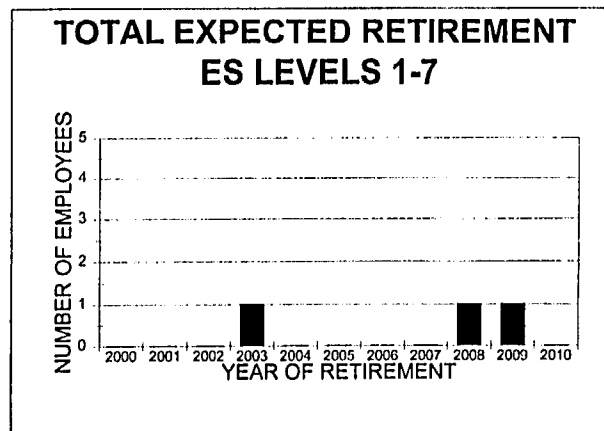
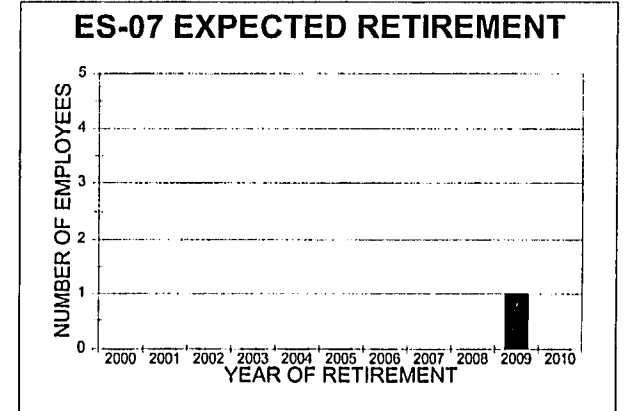
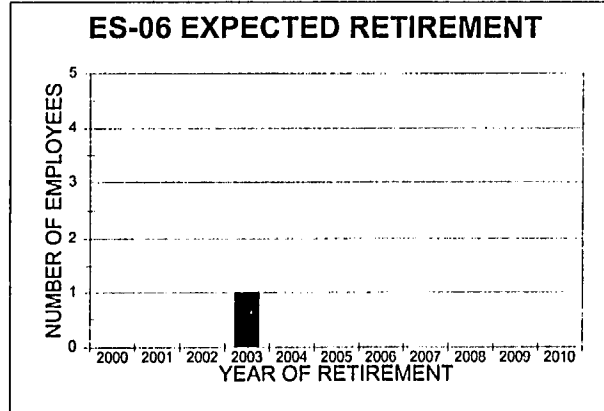
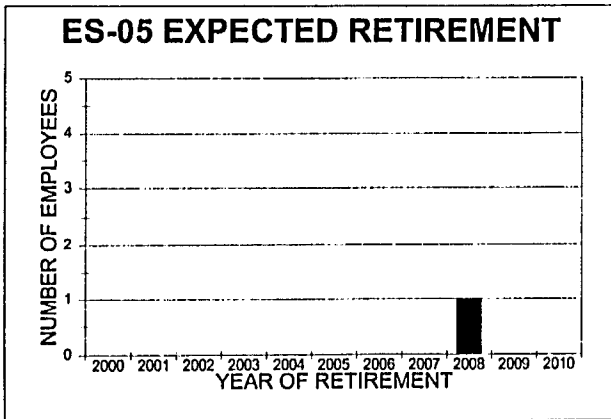
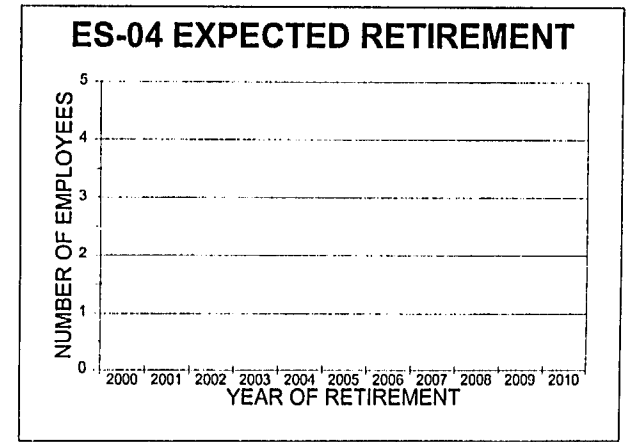
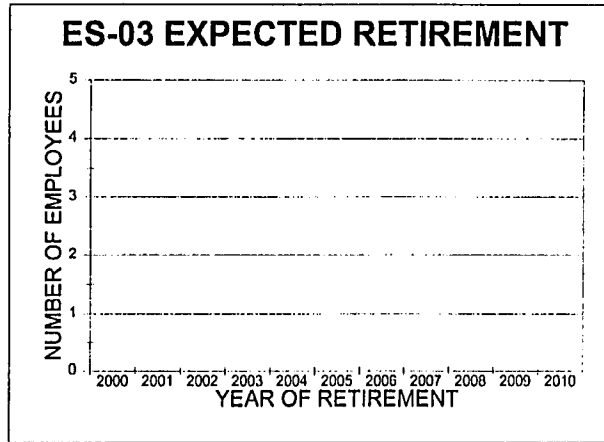
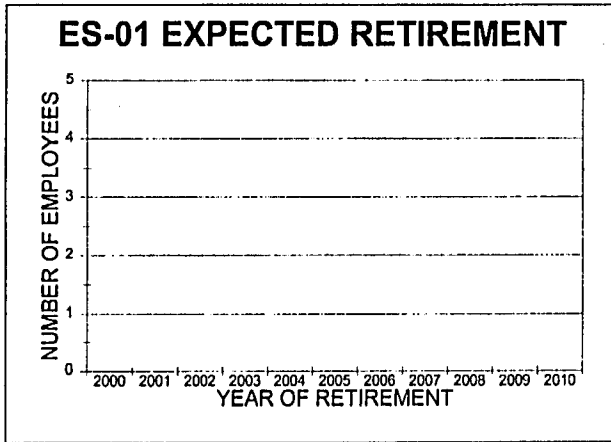
NON-ROTATIONAL ECONOMICS, SOCIOLOGY, & STATISTICS PERSONNEL (ES) LEVELS 1-7 YEARS OF SERVICE



NON-ROTATIONAL ECONOMICS, SOCIOLOGY, & STATISTICS PERSONNEL (ES) LEVELS 1-7 AGE BREAKDOWN

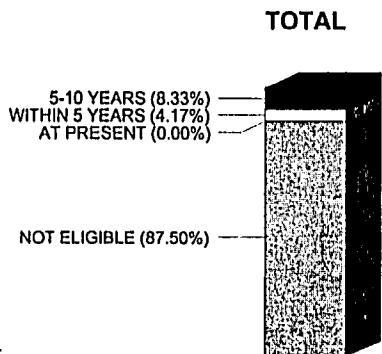
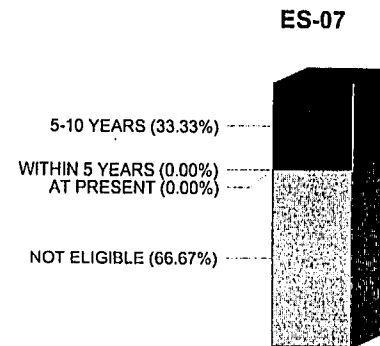
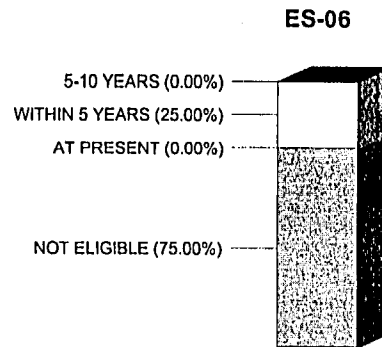
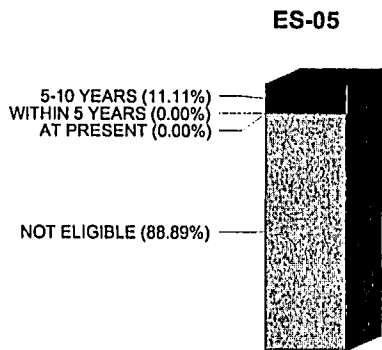
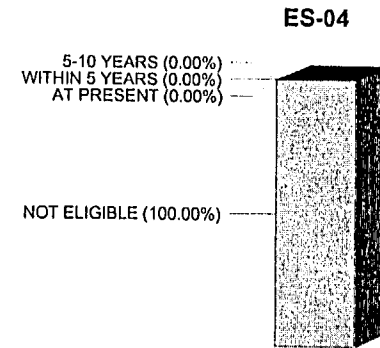
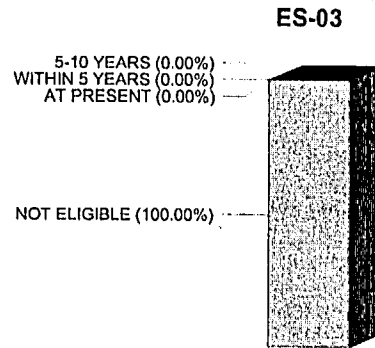
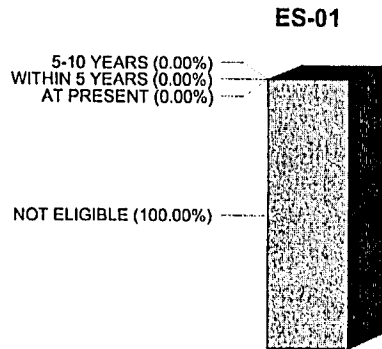


NON-ROTATIONAL ECONOMICS, SOCIOLOGY, & STATISTICS PERSONNEL (ES) LEVELS 1-7 EXPECTED RETIREMENT*



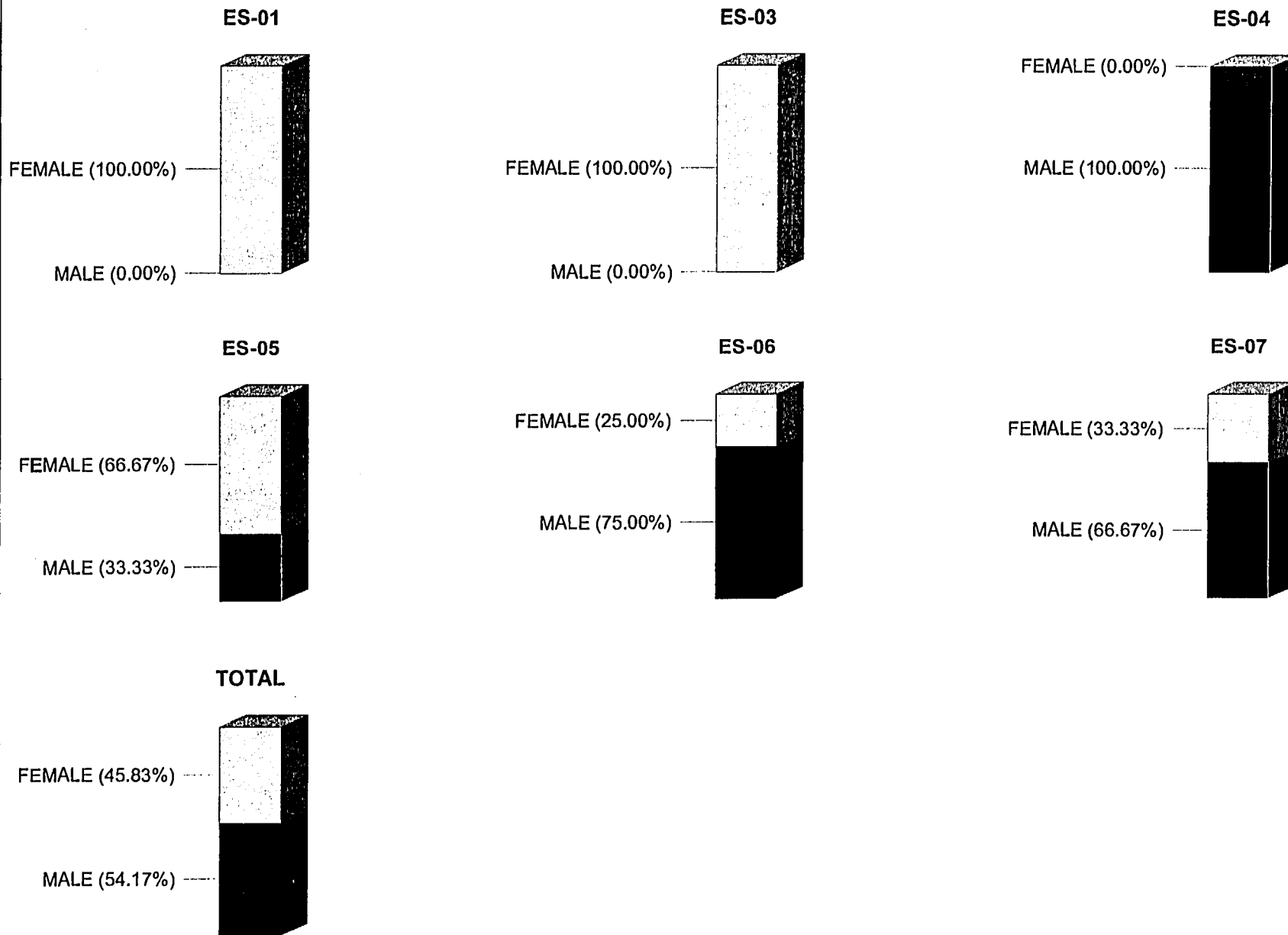
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL ES RETIREMENT POTENTIAL TIME RANGES*

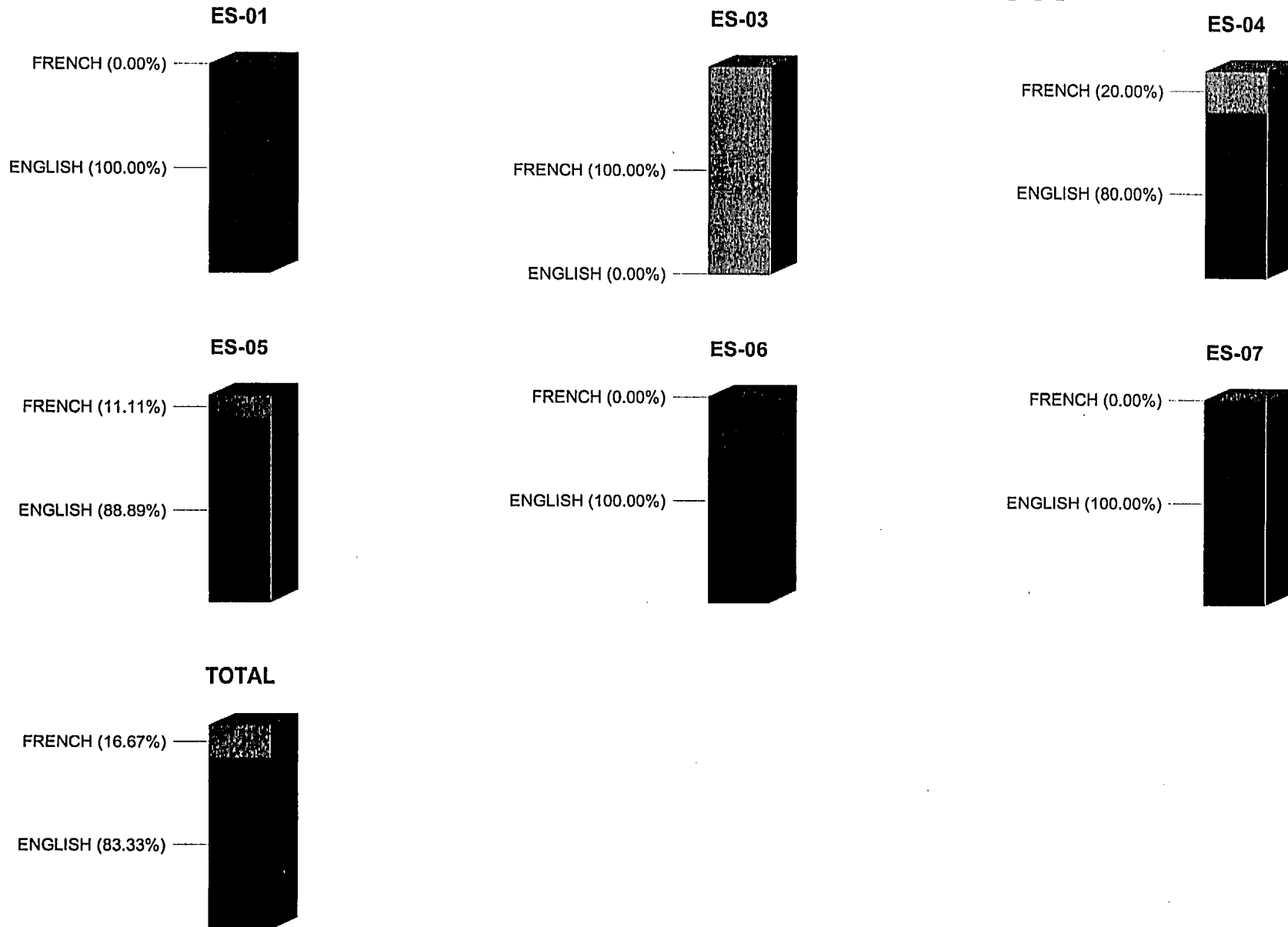


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL ES GENDER DISTRIBUTION



NON-ROTATIONAL ES LINGUISTIC DISTRIBUTION



SUMMARY OF NON-ROTATIONAL ECONOMICS, SOCIOLOGY, & STATISTICS PERSONNEL (ES) LEVELS 1-7

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
ES-01	1	0	1
ES-03	0	2	2
ES-04	4	1	5
ES-05	8	1	9
ES-06	4	0	4
ES-07	3	0	3
TOTAL	20	4	24

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
ES-01	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	1
ES-03	0%	50%	50%	0%	0%	0%	0%	0%	0%	0%	2
ES-04	0%	0%	20%	40%	40%	0%	0%	0%	0%	0%	5
ES-05	0%	0%	33%	11%	33%	11%	0%	11%	0%	0%	9
ES-06	0%	0%	0%	25%	25%	25%	0%	0%	25%	0%	4
ES-07	0%	0%	0%	0%	0%	33%	33%	33%	0%	0%	3
TOTAL	0%	8%	21%	17%	25%	13%	4%	8%	4%	0%	24

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
ES-01	100%	0%	0%	0%	1
ES-03	100%	0%	0%	0%	2
ES-04	100%	0%	0%	0%	5
ES-05	89%	0%	0%	11%	9
ES-06	75%	0%	25%	0%	4
ES-07	67%	0%	0%	33%	3
TOTAL	88%	0%	4%	8%	24

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
ES-01	100%	0%	0%	0%	0%	0%	1
ES-03	100%	0%	0%	0%	0%	0%	2
ES-04	80%	0%	20%	0%	0%	0%	5
ES-05	33%	33%	33%	0%	0%	0%	9
ES-06	0%	50%	50%	0%	0%	0%	4
ES-07	33%	67%	0%	0%	0%	0%	3
TOTAL	46%	29%	25%	0%	0%	0%	24

GENDER DISTRIBUTION

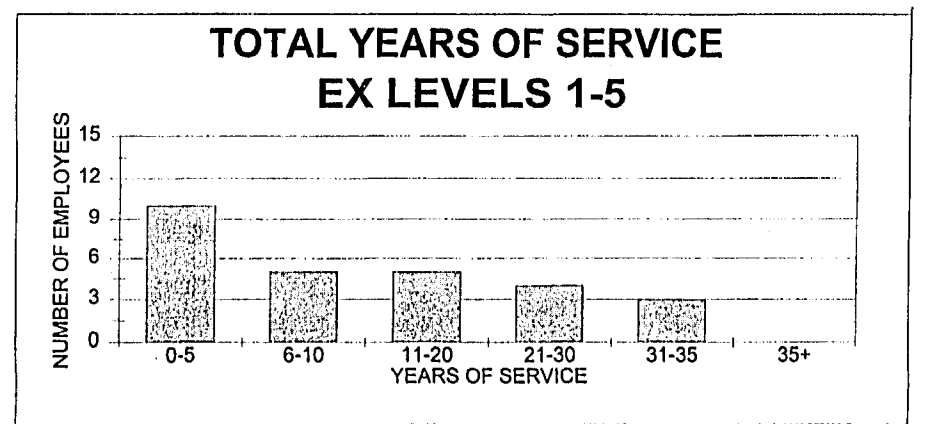
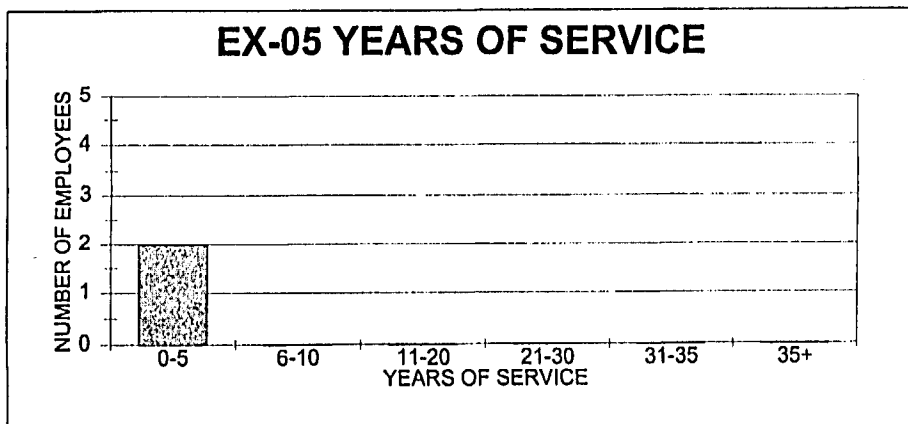
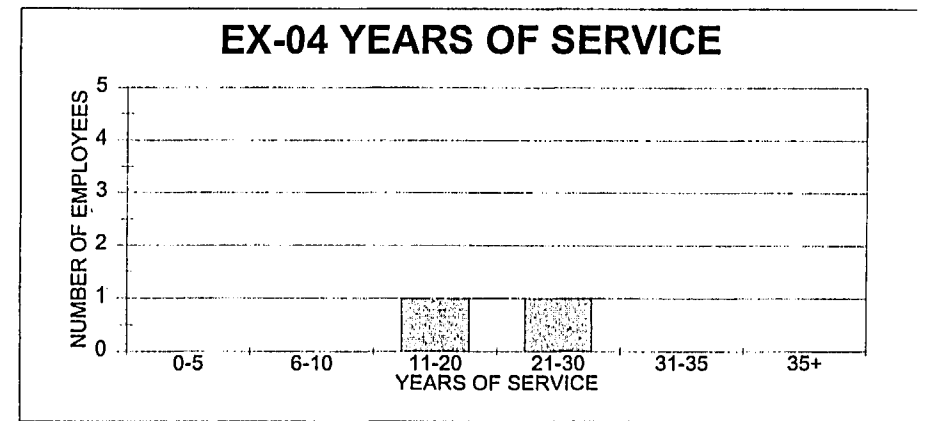
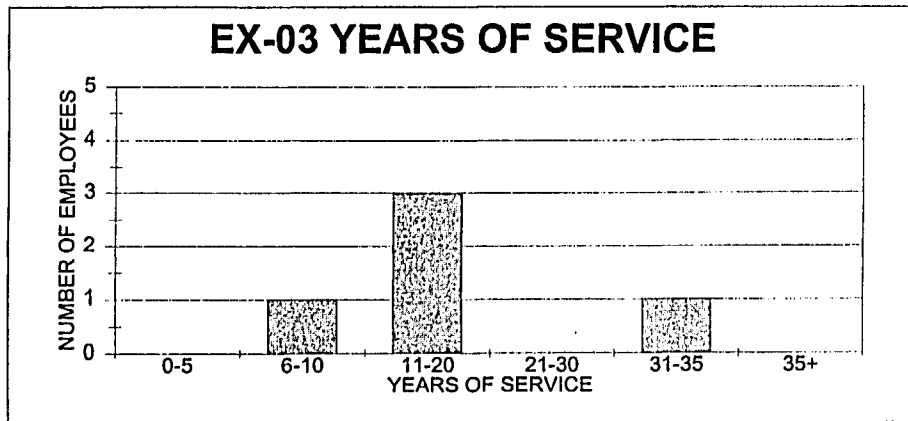
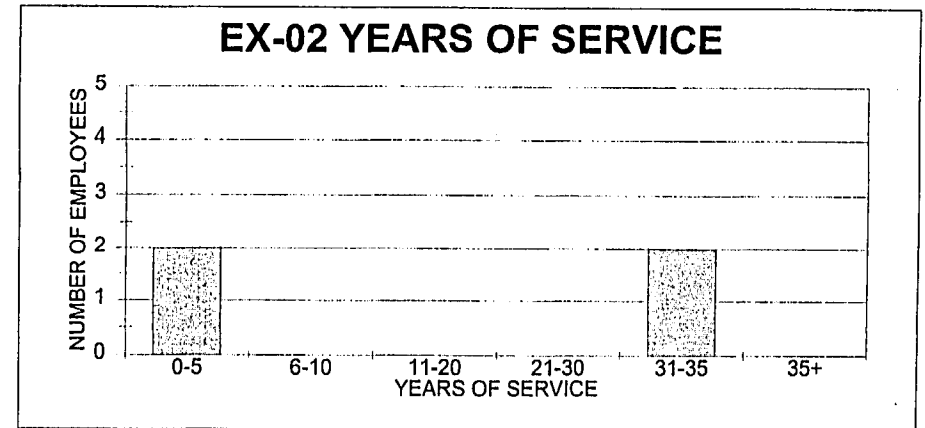
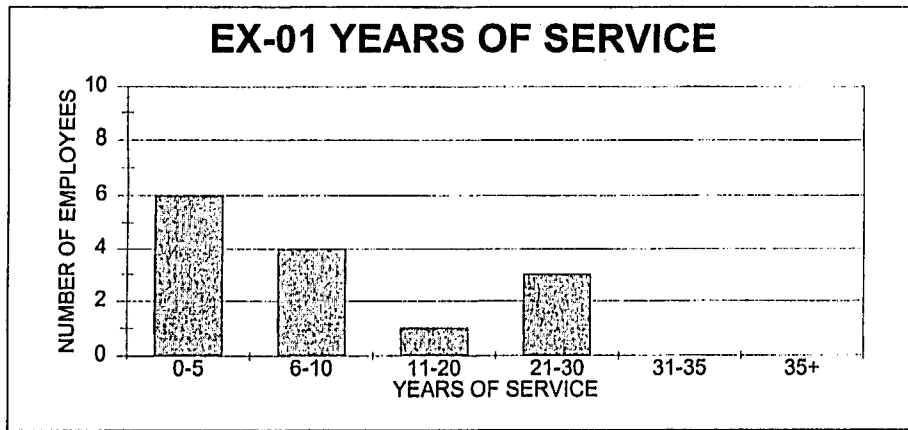
LEVEL	MALE	FEMALE	TOTAL
ES-01	0	1	1
ES-03	0	2	2
ES-04	5	0	5
ES-05	3	6	9
ES-06	3	1	4
ES-07	2	1	3
TOTAL	13	11	24

EXPECTED RETIREMENT BREAKDOWN*

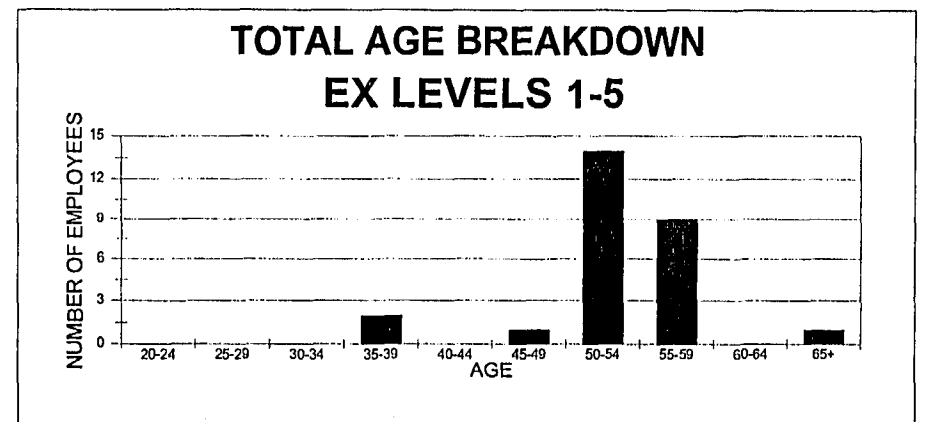
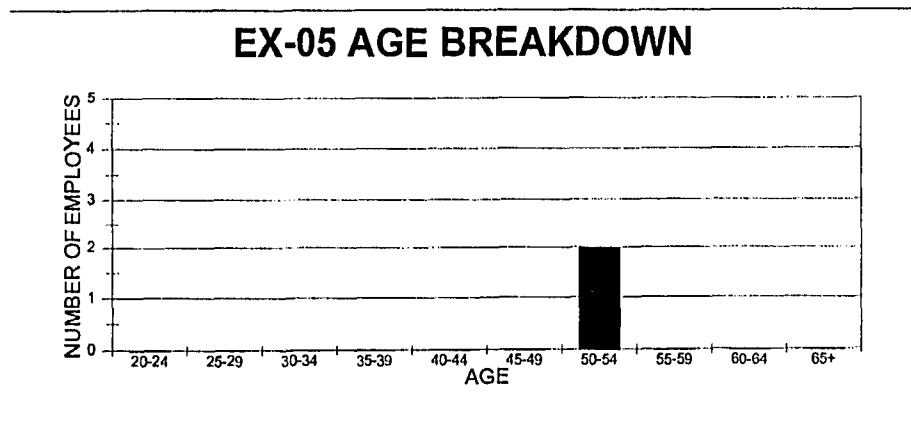
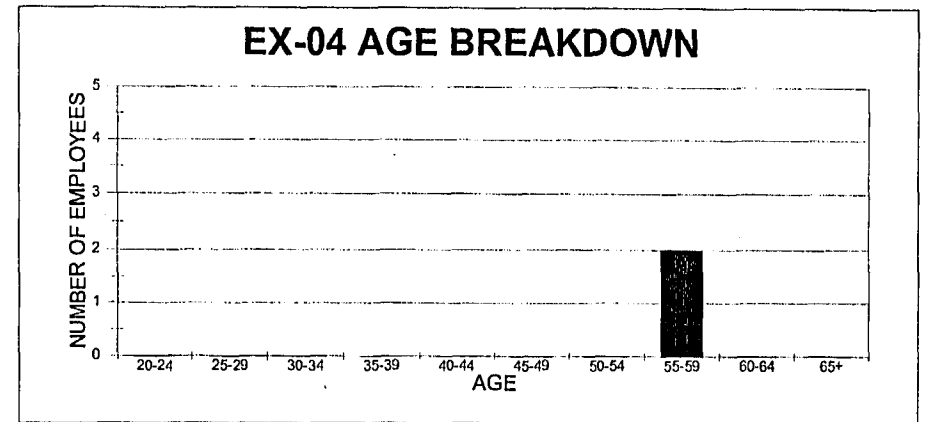
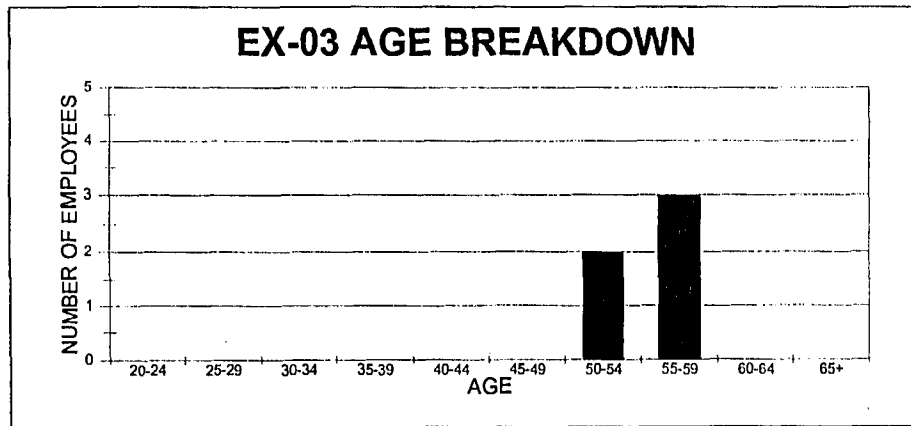
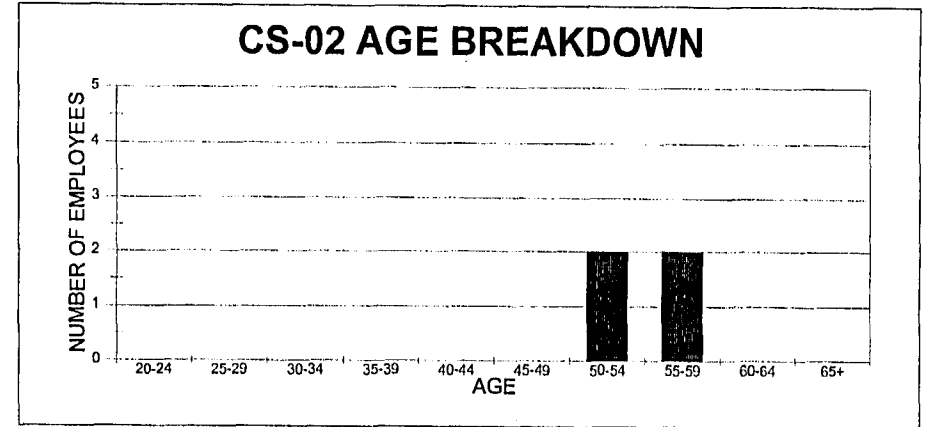
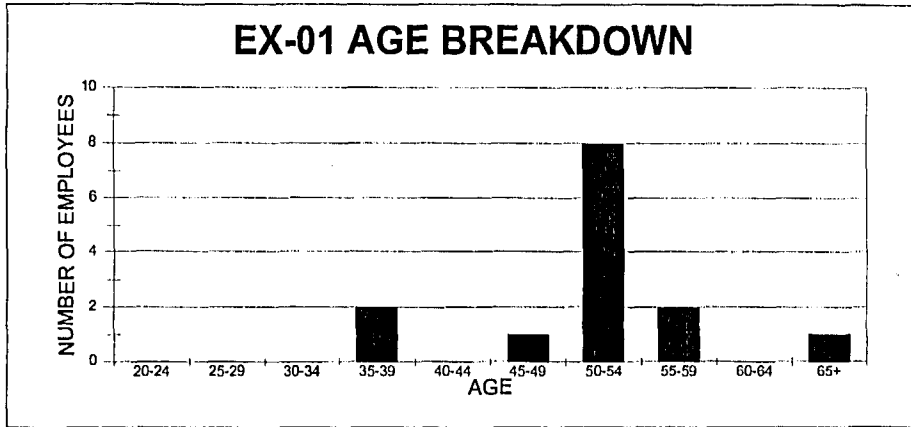
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ES-01	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ES-03	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ES-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ES-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	11%	0	0%	0	0%
ES-06	0	0%	0	0%	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ES-07	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	0	0%
TOTAL	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	1	4%	1	5%	0	0%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

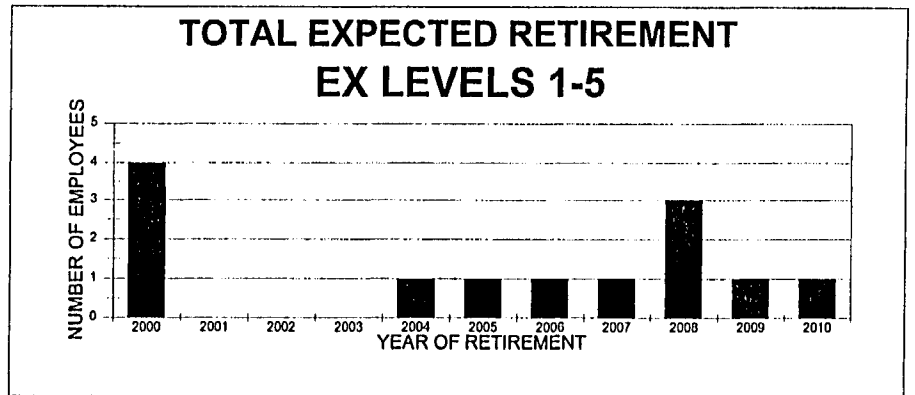
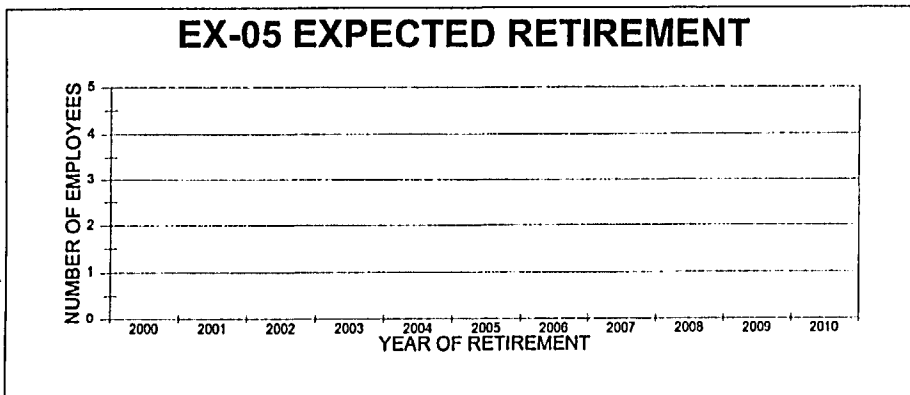
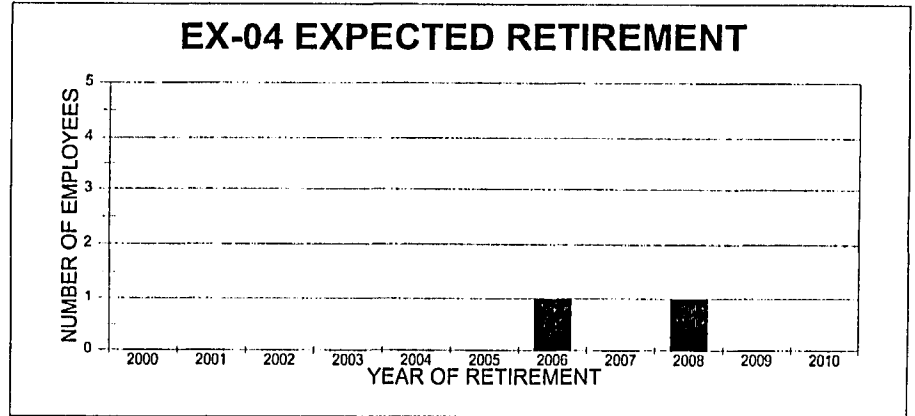
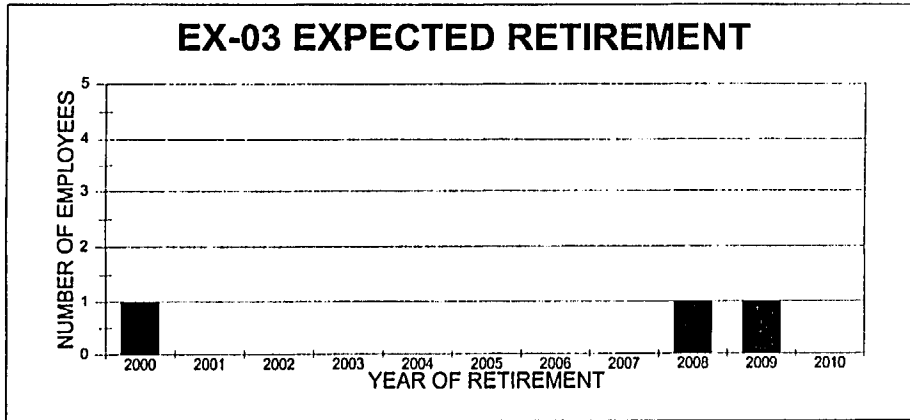
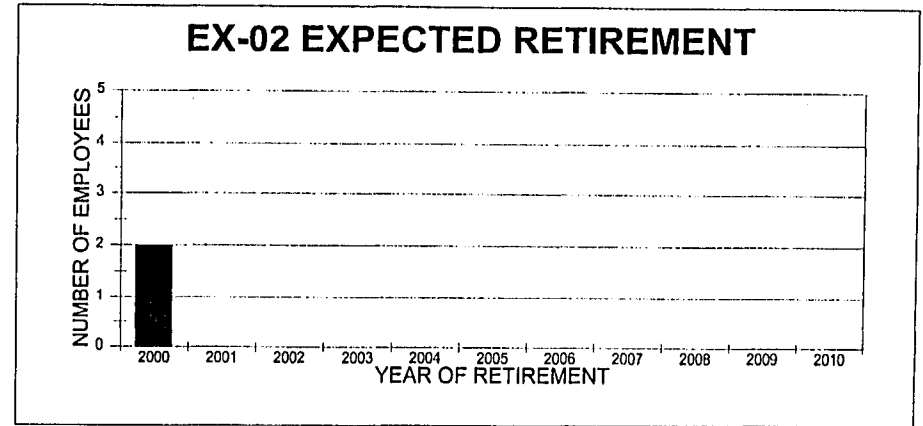
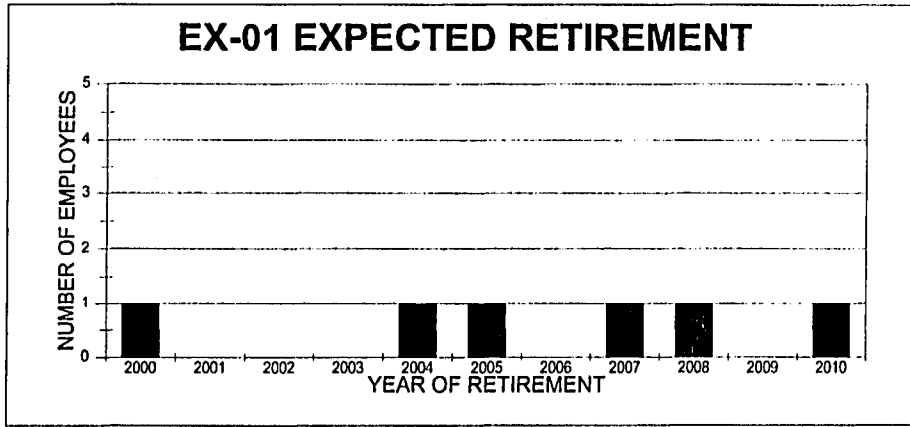
NON-ROTATIONAL EXECUTIVE PERSONNEL (EX) LEVELS 1-5 YEARS OF SERVICE



NON-ROTATIONAL EXECUTIVE PERSONNEL (EX) LEVELS 1-5 AGE BREAKDOWN

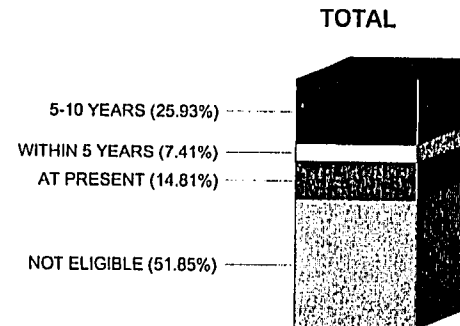
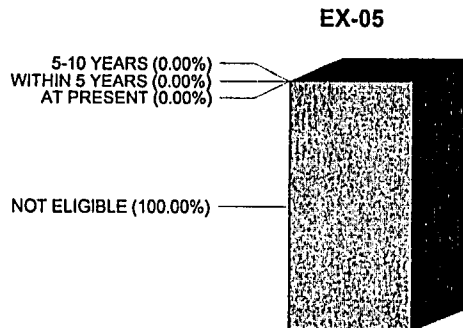
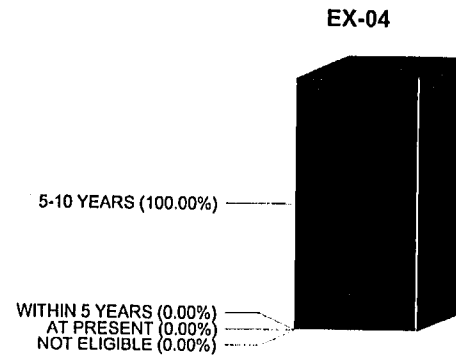
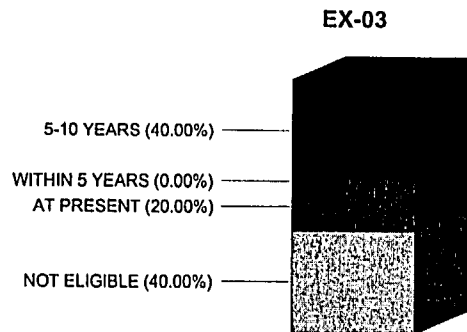
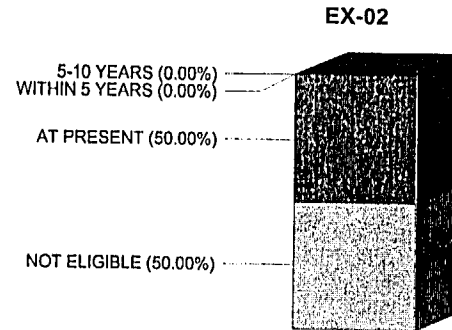
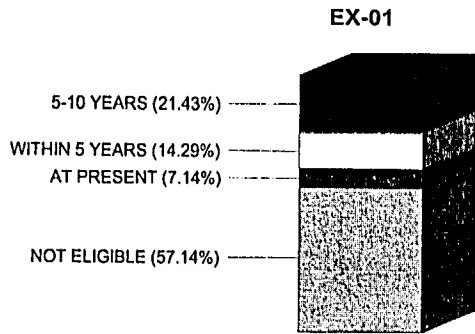


NON-ROTATIONAL EXECUTIVE PERSONNEL (EX) LEVELS 1-5 EXPECTED RETIREMENT*



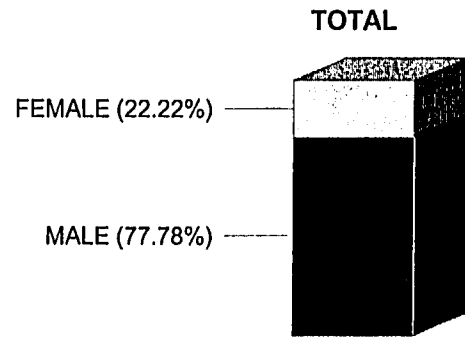
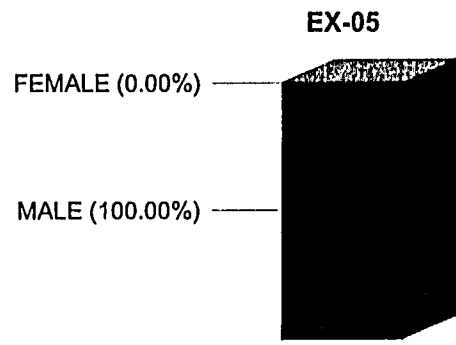
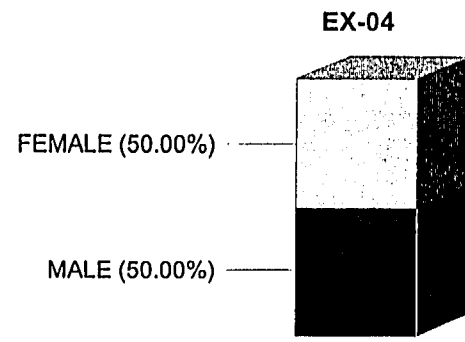
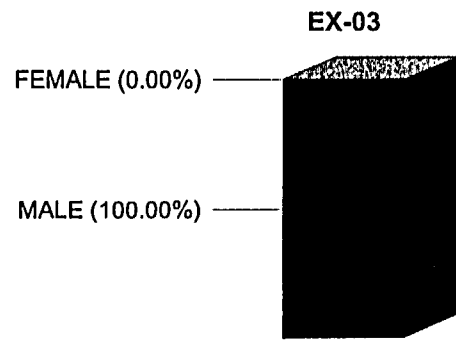
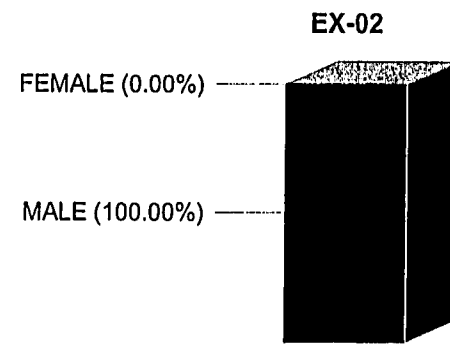
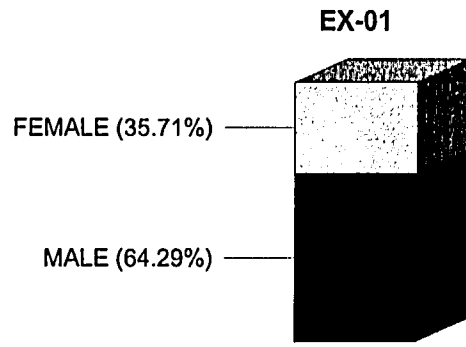
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL EX RETIREMENT POTENTIAL TIME RANGES*

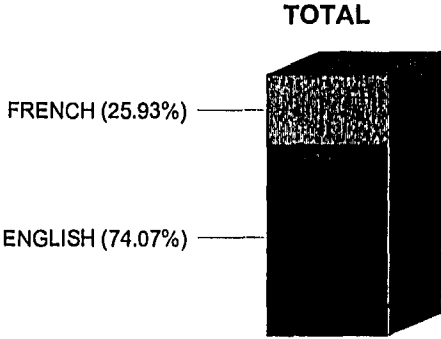
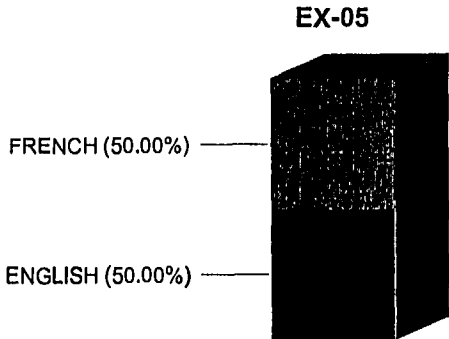
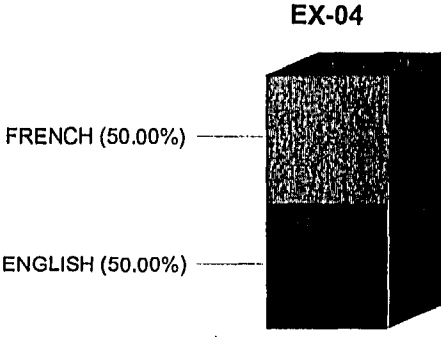
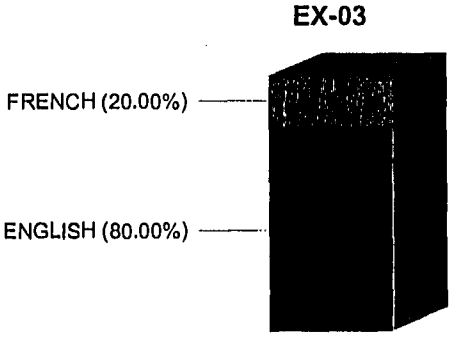
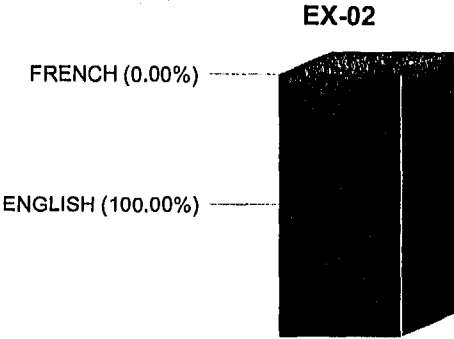
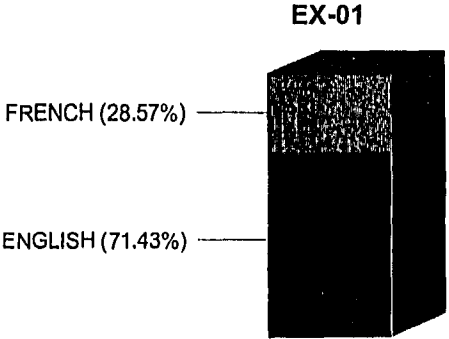


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL EX GENDER DISTRIBUTION



NON-ROTATIONAL EX LINGUISTIC DISTRIBUTION



SUMMARY OF NON-ROTATIONAL EXECUTIVE PERSONNEL (EX) LEVELS 1-5

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
EX-01	10	4	14
EX-02	4	0	4
EX-03	4	1	5
EX-04	1	1	2
EX-05	1	1	2
TOTAL	20	7	27

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
EX-01	0%	0%	0%	14%	0%	7%	57%	14%	0%	7%	14
EX-02	0%	0%	0%	0%	0%	0%	50%	50%	0%	0%	4
EX-03	0%	0%	0%	0%	0%	0%	40%	60%	0%	0%	5
EX-04	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	2
EX-05	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	2
TOTAL	0%	0%	0%	7%	0%	4%	52%	33%	0%	4%	27

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
EX-01	57%	7%	14%	21%	14
EX-02	50%	50%	0%	0%	4
EX-03	40%	20%	0%	40%	5
EX-04	0%	0%	0%	100%	2
EX-05	100%	0%	0%	0%	2
TOTAL	52%	15%	7%	26%	27

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
EX-01	43%	29%	7%	21%	0%	0%	14
EX-02	50%	0%	0%	0%	50%	0%	4
EX-03	0%	20%	60%	0%	20%	0%	5
EX-04	0%	0%	50%	50%	0%	0%	2
EX-05	100%	0%	0%	0%	0%	0%	2
TOTAL	37%	19%	19%	15%	11%	0%	27

GENDER DISTRIBUTION

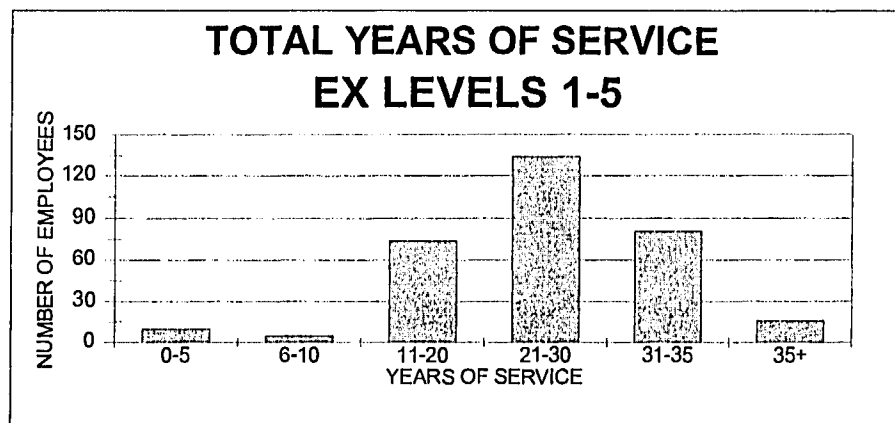
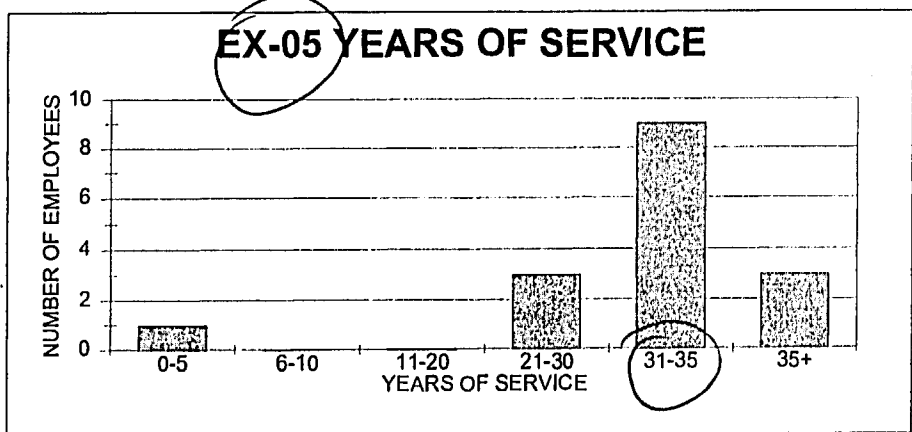
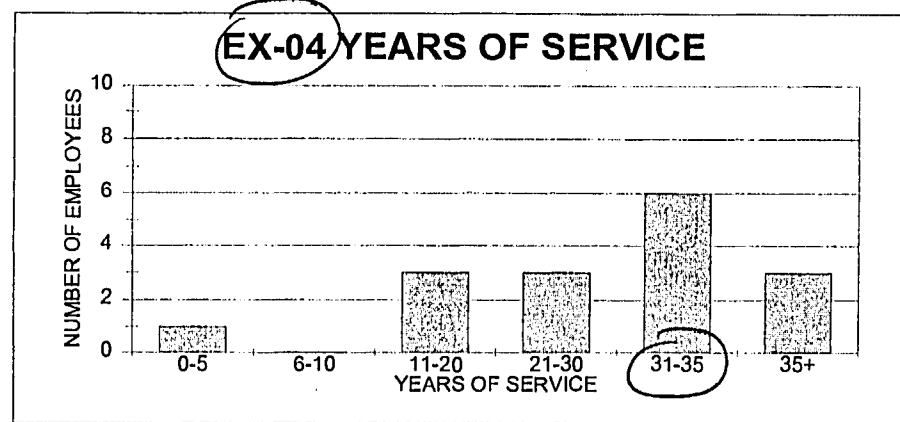
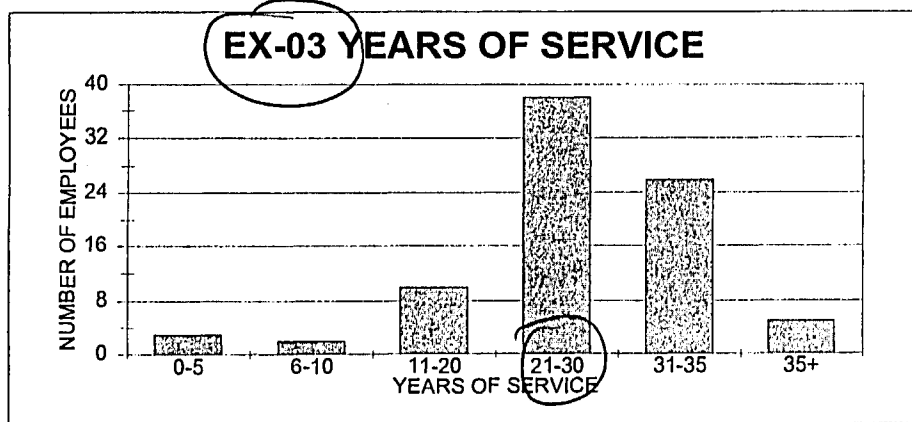
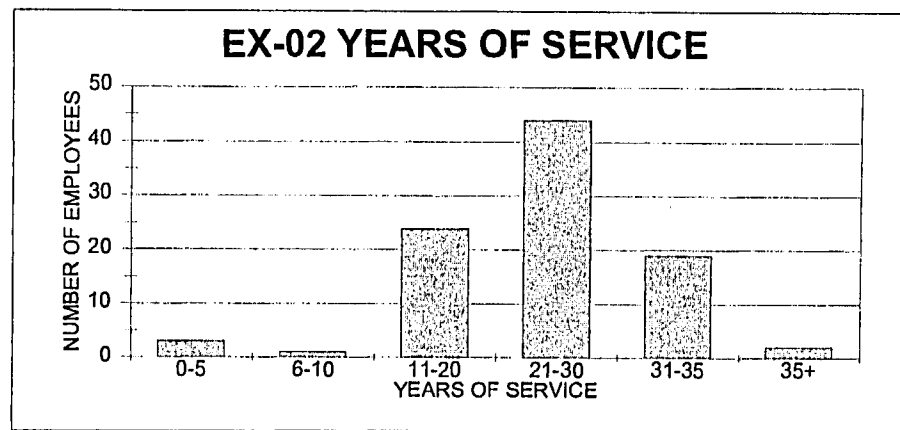
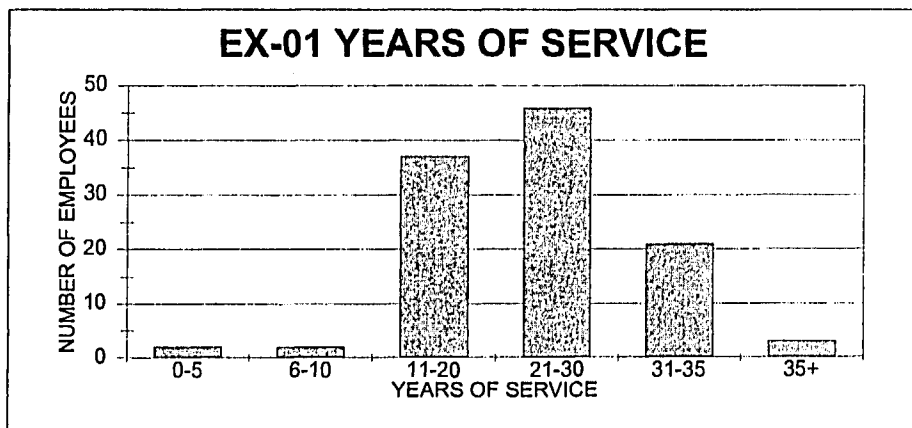
LEVEL	MALE	FEMALE	TOTAL
EX-01	9	5	14
EX-02	4	0	4
EX-03	5	0	5
EX-04	1	1	2
EX-05	2	0	2
TOTAL	21	6	27

EXPECTED RETIREMENT BREAKDOWN*

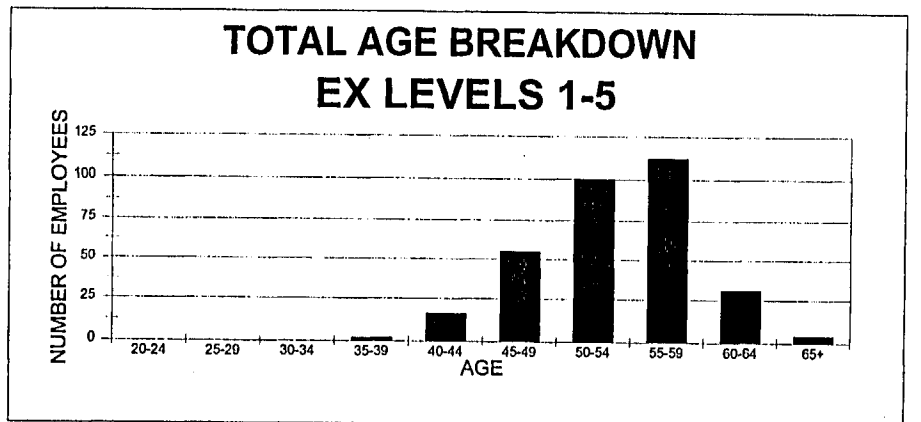
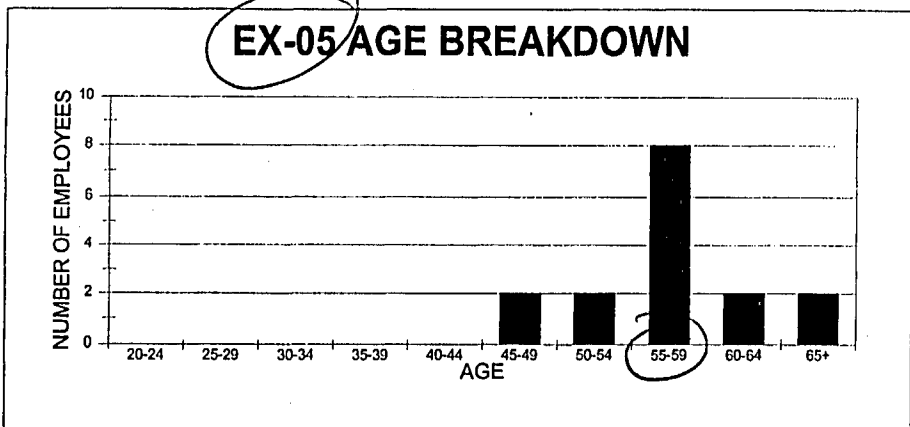
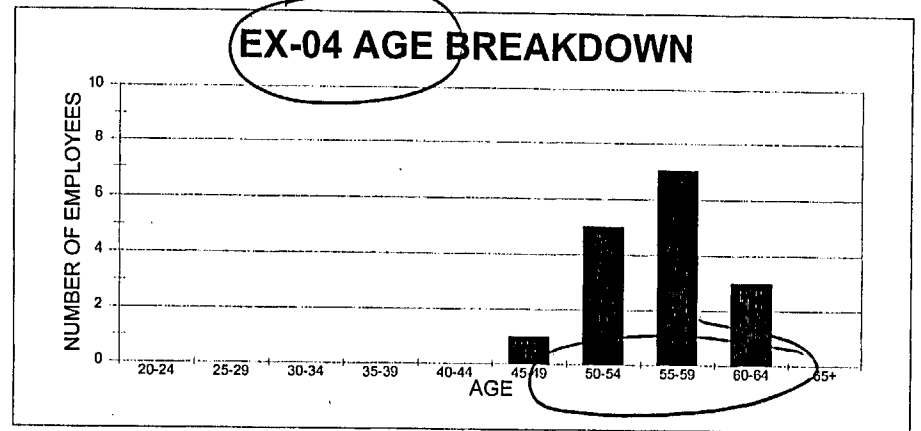
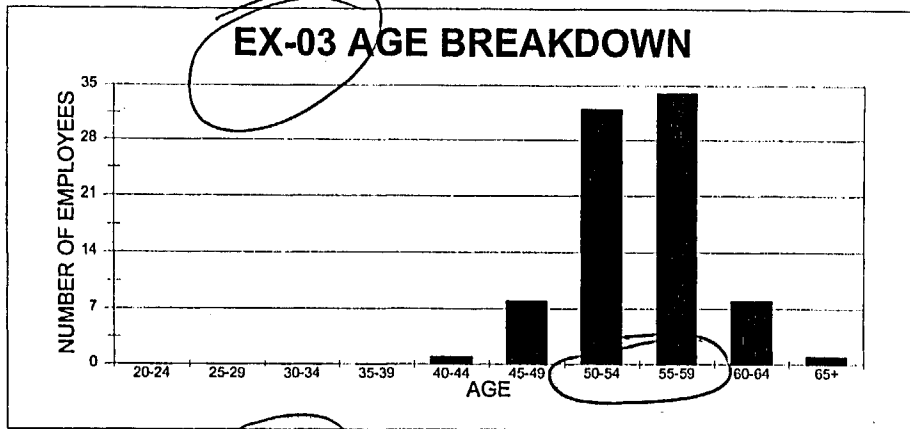
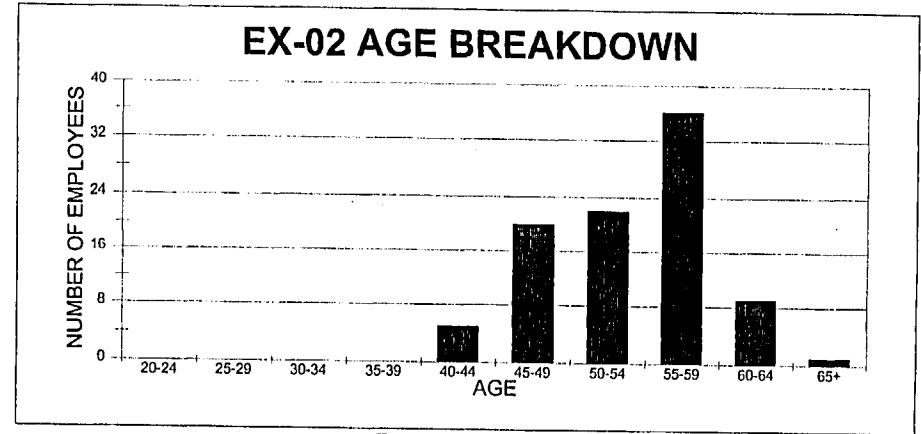
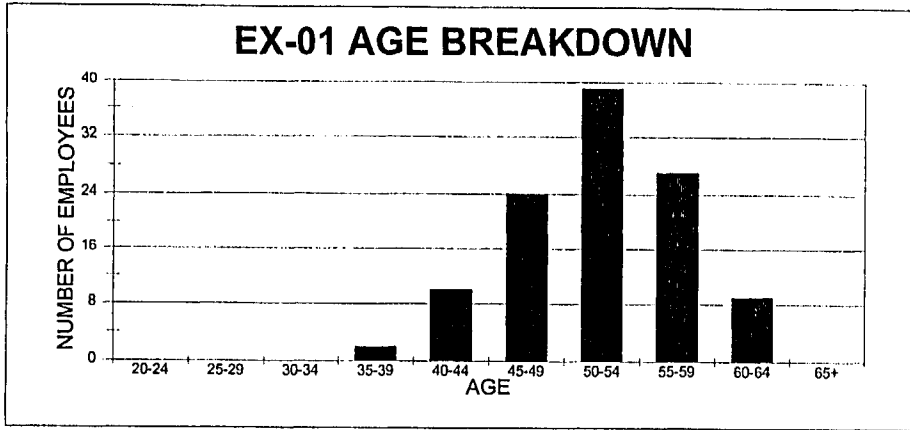
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EX-01	1	7%	0	0%	0	0%	0	0%	1	8%	1	8%	0	0%	1	9%	1	10%	0	0%	1	11%
EX-02	2	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
EX-03	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	25%	1	33%	0	0%
EX-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	1	100%	0	0%	0	0%
EX-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	4	15%	0	0%	0	0%	0	0%	1	4%	1	5%	1	5%	1	5%	3	16%	1	6%	1	7%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

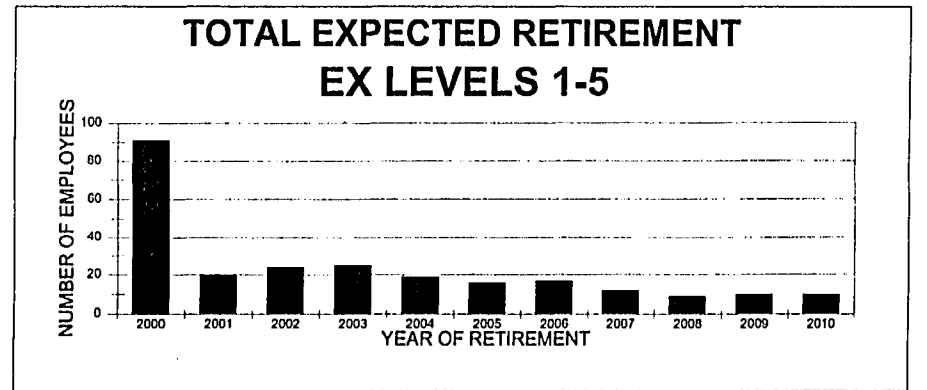
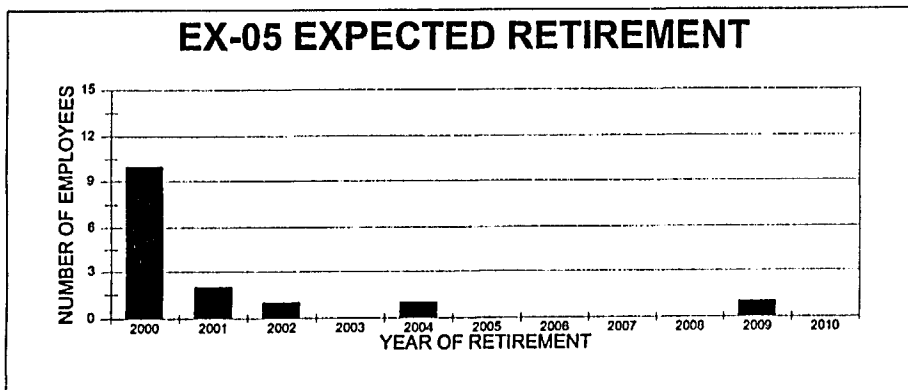
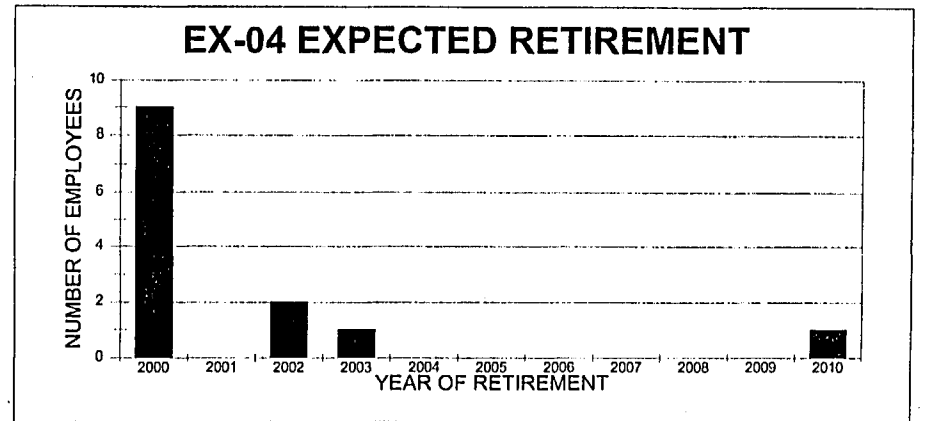
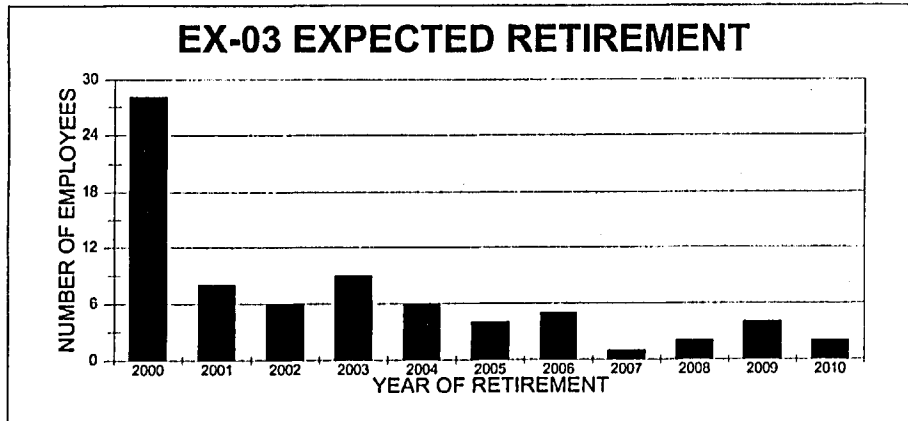
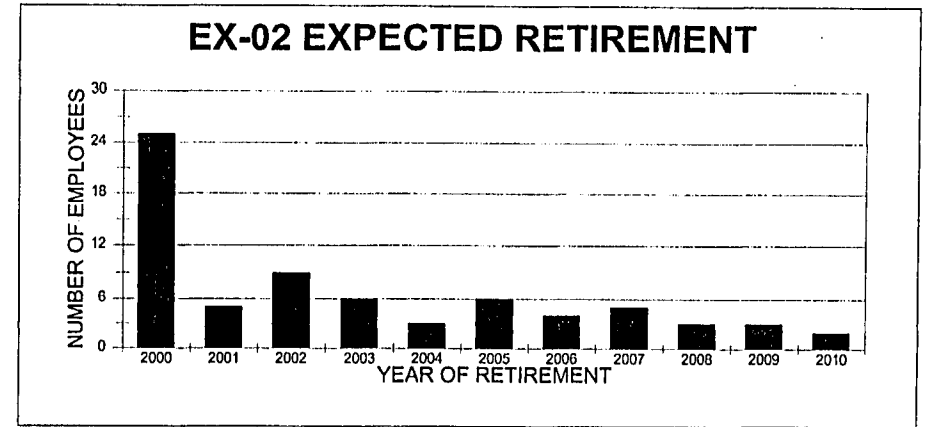
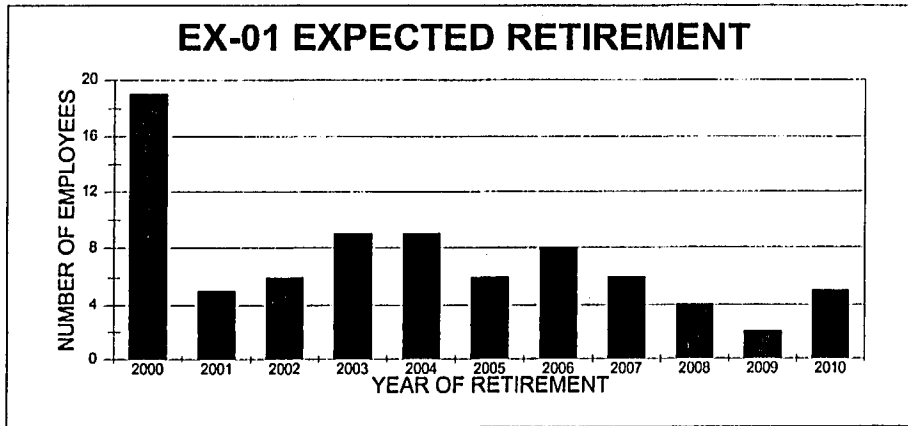
ROTATIONAL EXECUTIVE PERSONNEL (EX) LEVELS 1-5 YEARS OF SERVICE



ROTATIONAL EXECUTIVE PERSONNEL (EX) LEVELS 1-5 AGE BREAKDOWN

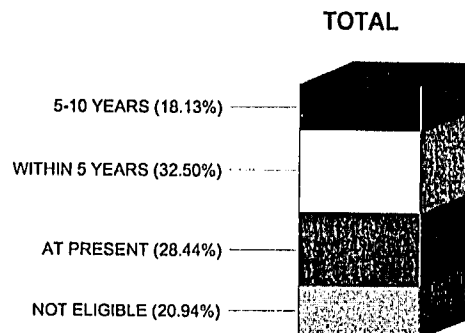
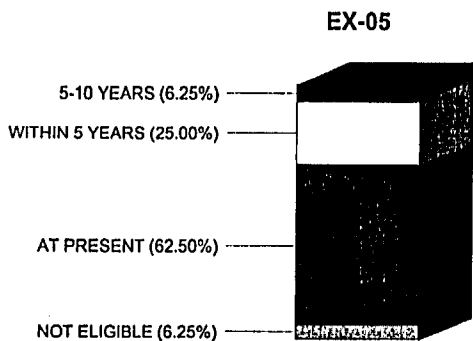
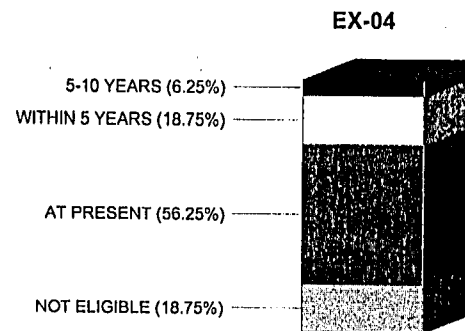
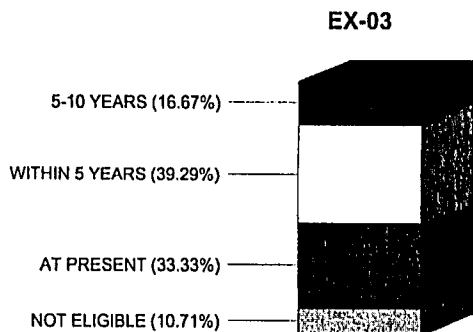
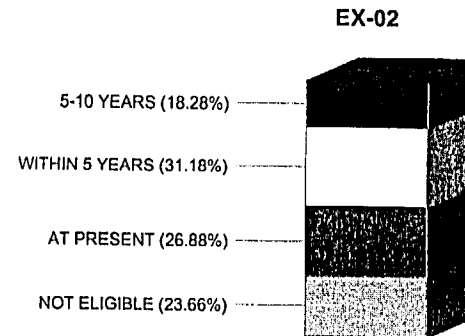
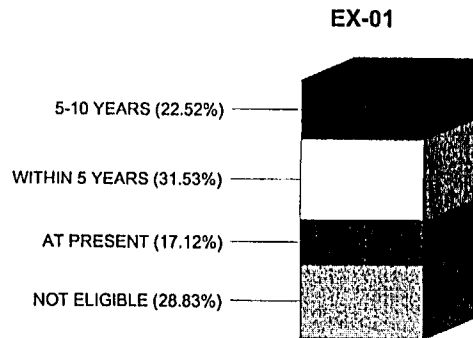


ROTATIONAL EXECUTIVE PERSONNEL (EX) LEVELS 1-5 EXPECTED RETIREMENT*



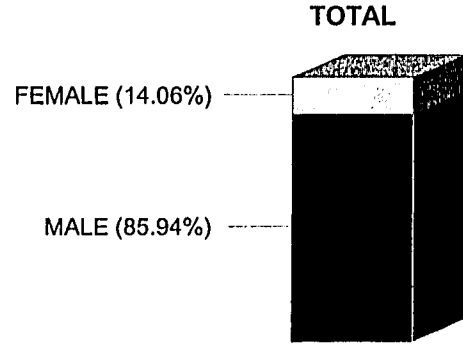
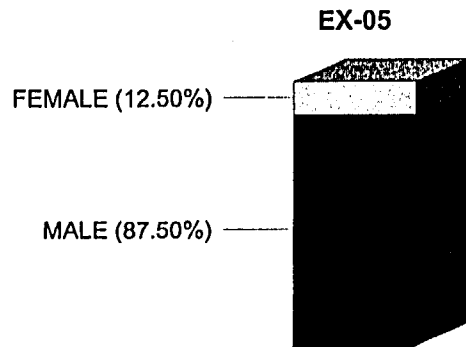
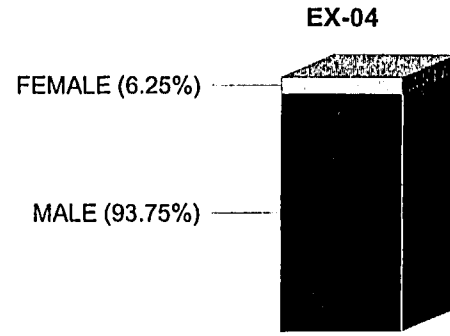
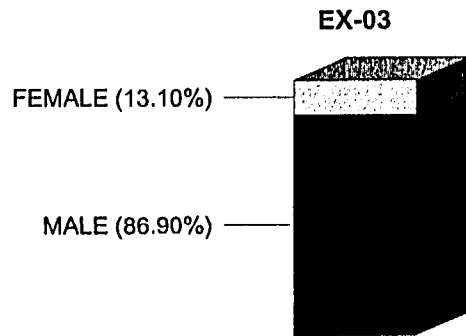
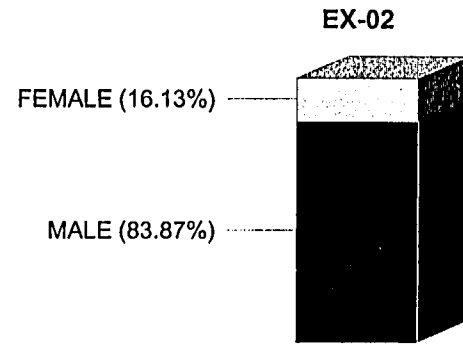
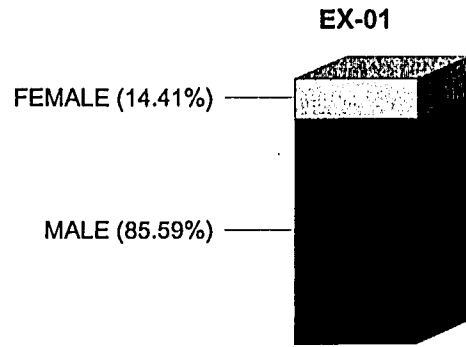
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL EX RETIREMENT POTENTIAL TIME RANGES*

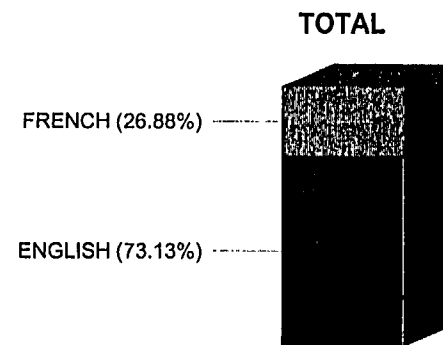
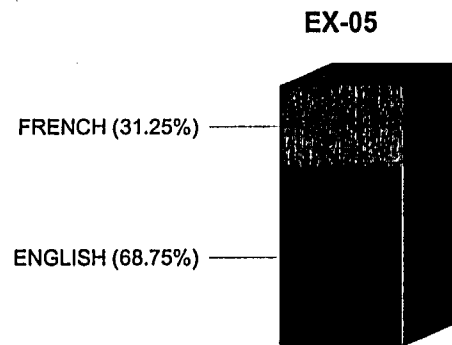
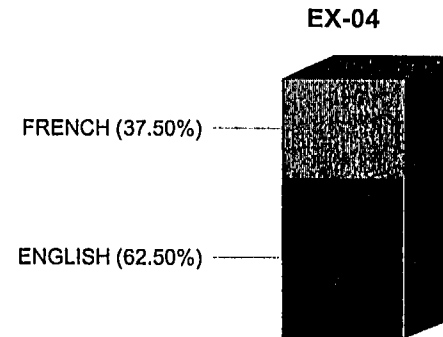
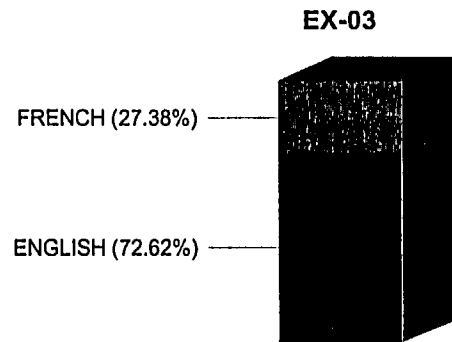
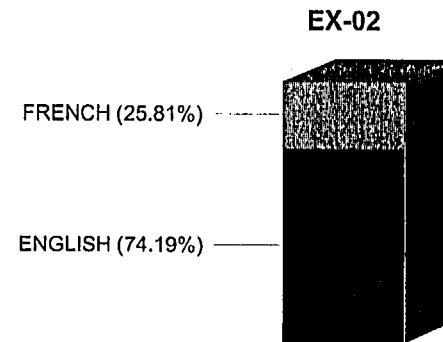
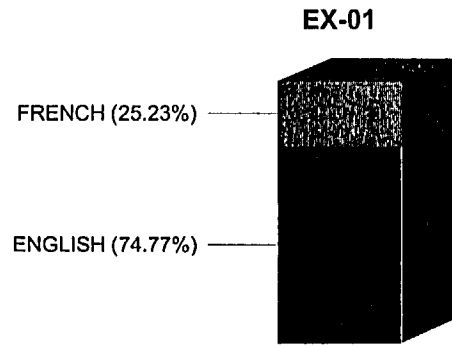


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL EX GENDER DISTRIBUTION



ROTATIONAL EX LINGUISTIC DISTRIBUTION



SUMMARY OF ROTATIONAL EXECUTIVE PERSONNEL (EX) LEVELS 1-5

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
EX-01	83	28	111
EX-02	69	24	93
EX-03	61	23	84
EX-04	10	6	16
EX-05	11	5	16
TOTAL	234	86	320

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
EX-01	0%	0%	0%	2%	9%	22%	35%	24%	8%	0%	111
EX-02	0%	0%	0%	0%	5%	22%	24%	39%	10%	1%	93
EX-03	0%	0%	0%	0%	1%	10%	38%	40%	10%	1%	84
EX-04	0%	0%	0%	0%	0%	6%	31%	44%	19%	0%	16
EX-05	0%	0%	0%	0%	0%	13%	13%	50%	13%	13%	16
TOTAL	0%	0%	0%	1%	5%	17%	31%	35%	10%	1%	320

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
EX-01	29%	17%	32%	23%	111
EX-02	24%	27%	31%	18%	93
EX-03	11%	33%	39%	17%	84
EX-04	19%	56%	19%	6%	16
EX-05	6%	63%	25%	6%	16
TOTAL	21%	28%	33%	18%	320

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
EX-01	2%	2%	33%	41%	19%	3%	111
EX-02	3%	1%	26%	47%	20%	2%	93
EX-03	4%	2%	12%	45%	31%	6%	84
EX-04	6%	0%	19%	19%	38%	19%	16
EX-05	6%	0%	0%	19%	56%	19%	16
TOTAL	3%	2%	23%	42%	25%	5%	320

GENDER DISTRIBUTION

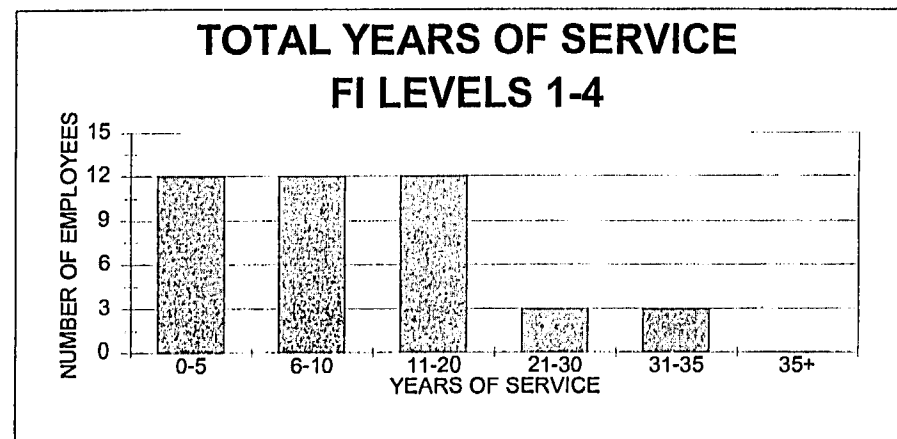
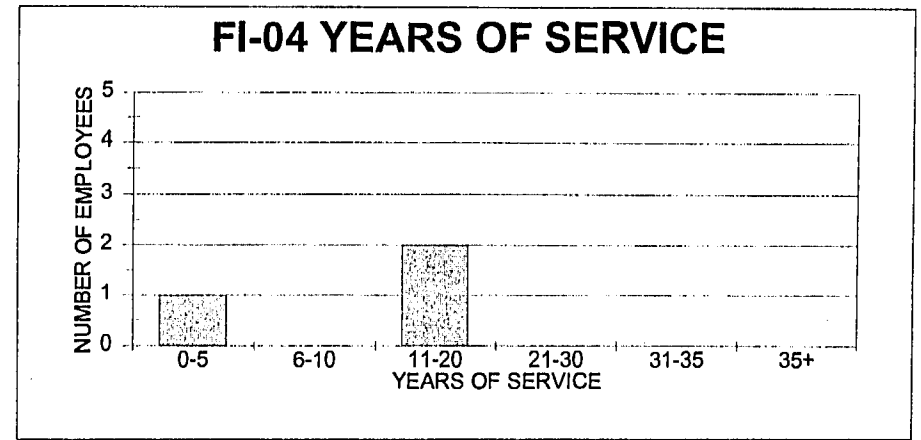
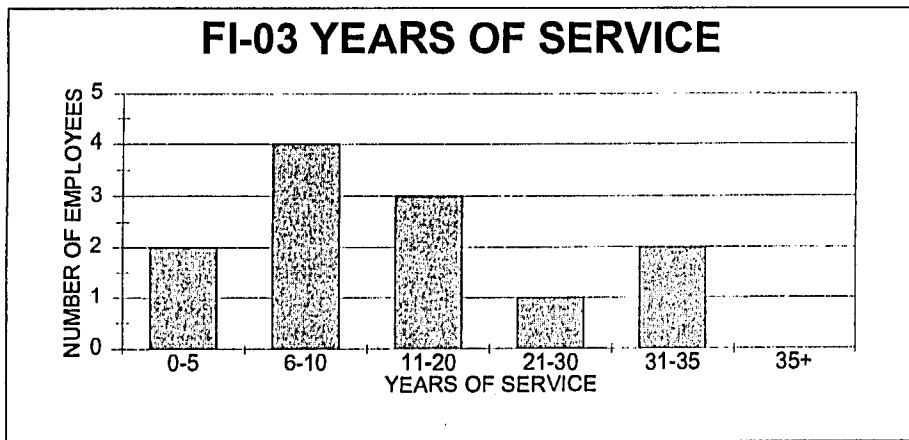
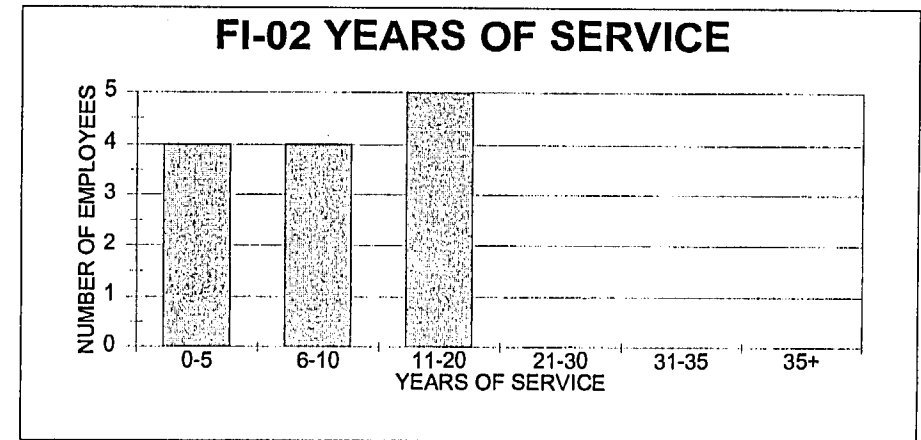
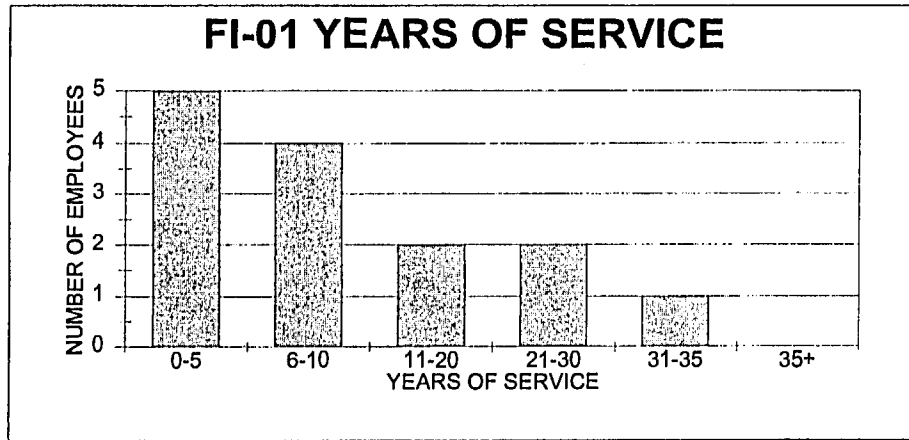
LEVEL	MALE	FEMALE	TOTAL
EX-01	95	16	111
EX-02	78	15	93
EX-03	73	11	84
EX-04	15	1	16
EX-05	14	2	16
TOTAL	275	45	320

EXPECTED RETIREMENT BREAKDOWN*

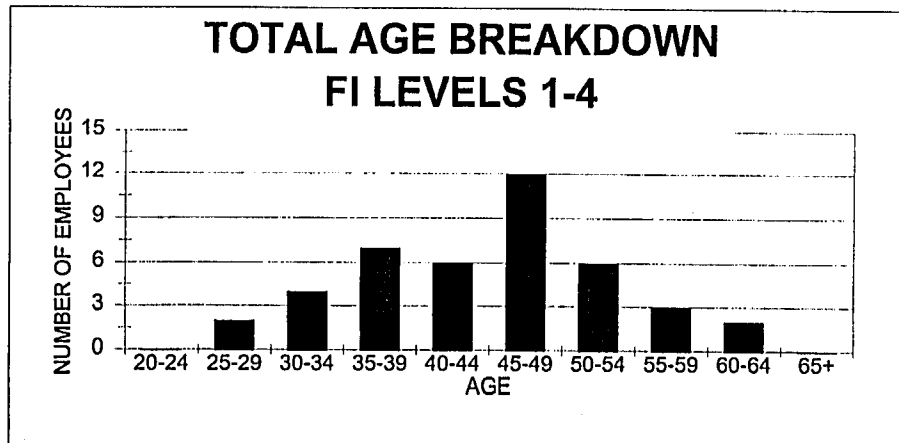
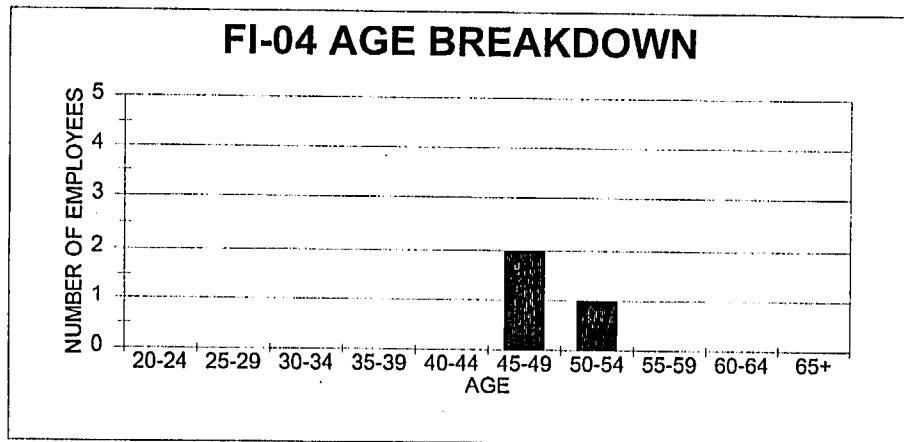
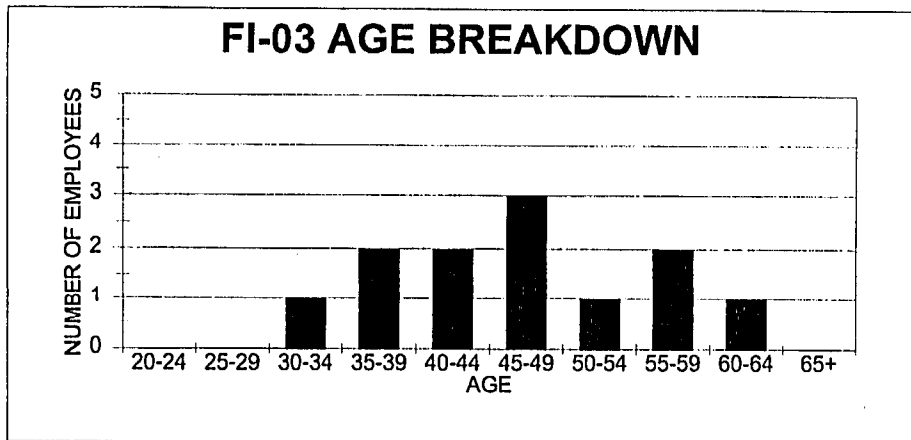
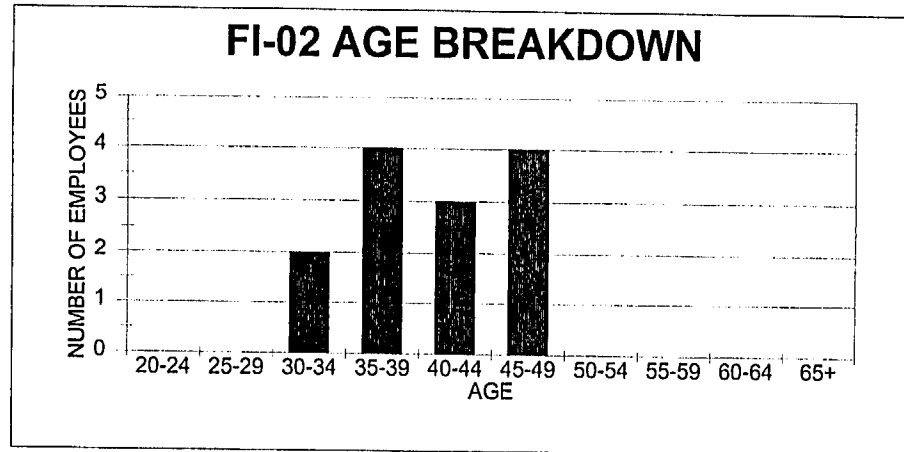
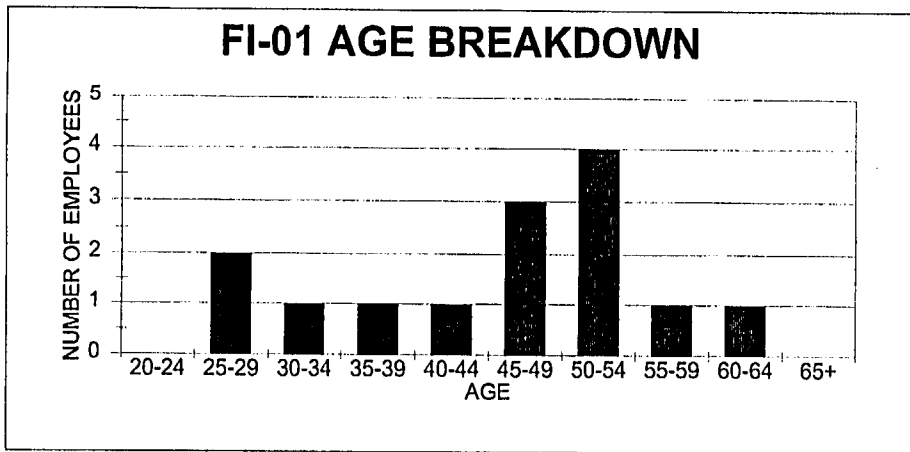
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
EX-01	19	17%	5	5%	6	7%	9	11%	9	13%	6	10%	8	14%	6	12%	4	9%	2	5%	5	14%
EX-02	25	27%	5	7%	9	14%	6	11%	3	6%	6	13%	4	10%	5	14%	3	10%	3	11%	2	8%
EX-03	28	33%	8	14%	6	13%	9	21%	6	18%	4	15%	5	22%	1	6%	2	12%	4	27%	2	18%
EX-04	9	56%	0	0%	2	29%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	25%
EX-05	10	63%	2	33%	1	25%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%
TOTAL	91	28%	20	9%	24	11%	25	14%	19	12%	16	11%	17	14%	12	11%	9	9%	10	11%	10	13%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

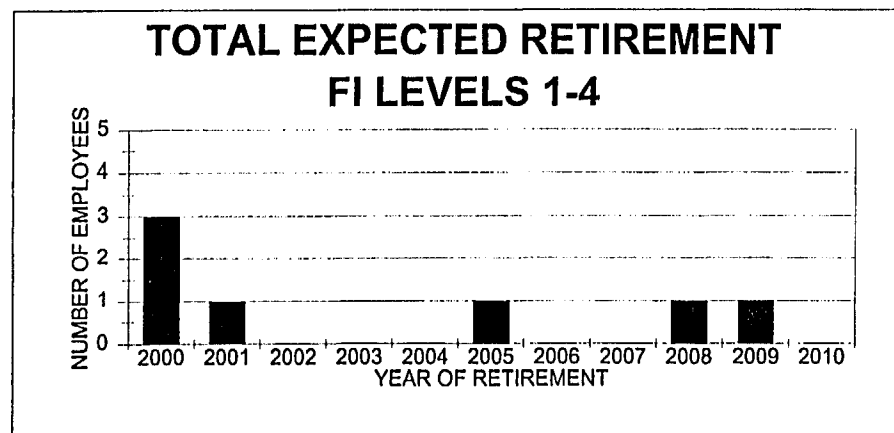
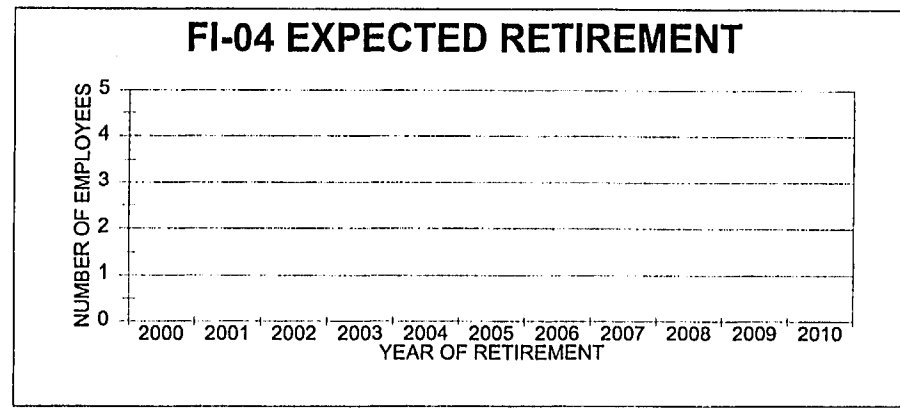
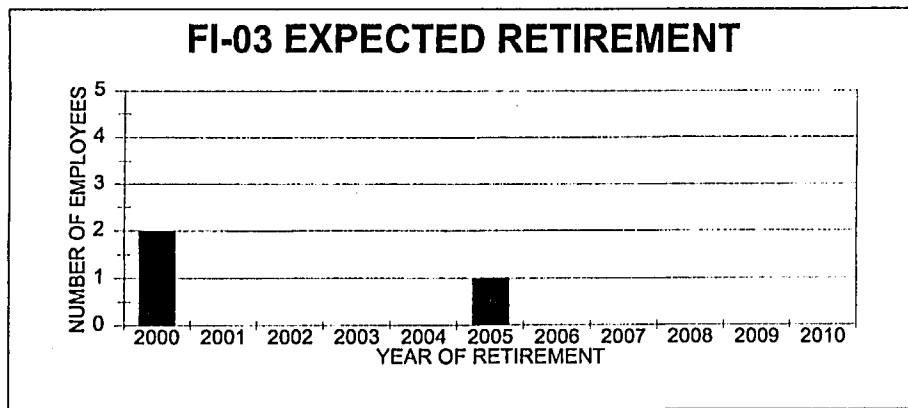
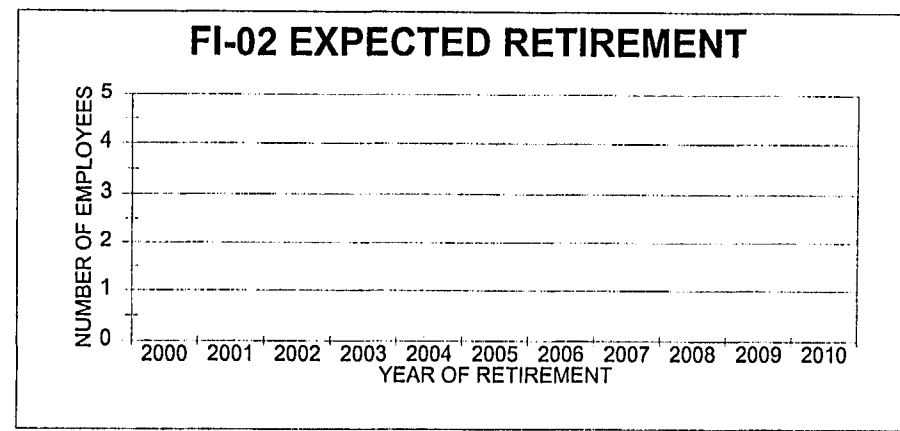
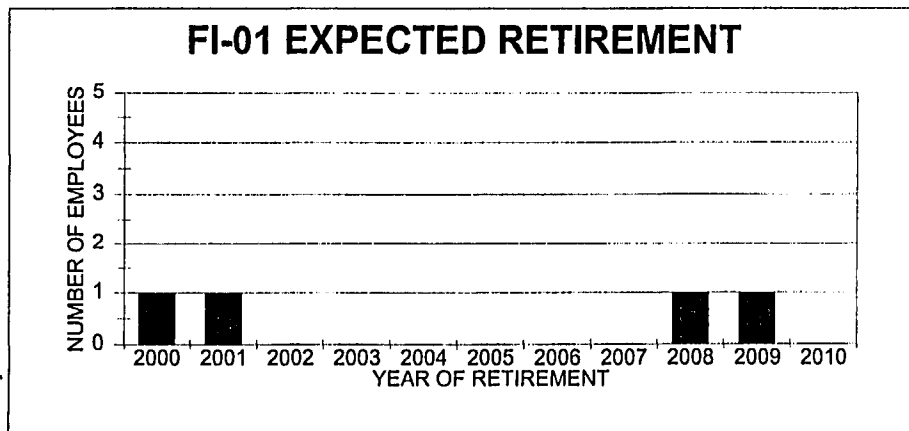
NON-ROTATIONAL FINANCIAL ADMINISTRATIVE PERSONNEL (FI) LEVELS 1-4 YEARS OF SERVICE



NON-ROTATIONAL FINANCIAL ADMINISTRATIVE PERSONNEL (FI) LEVELS 1-4 AGE BREAKDOWN

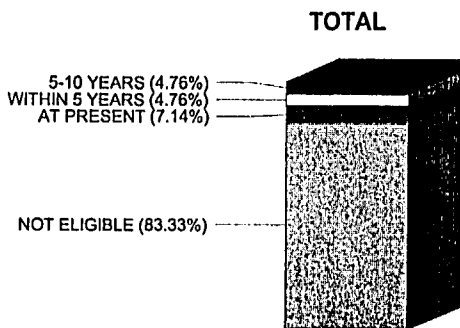
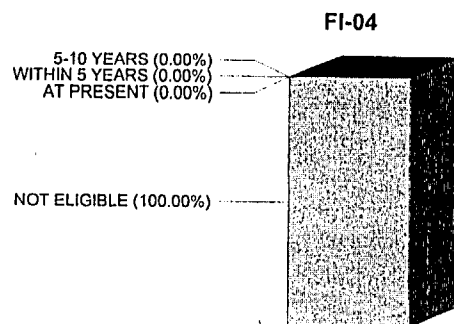
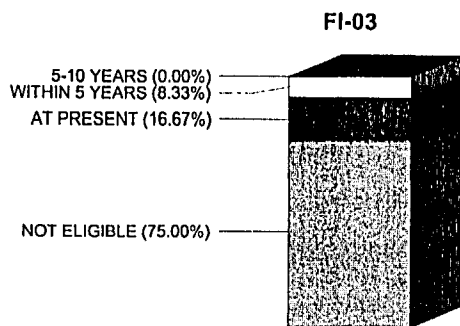
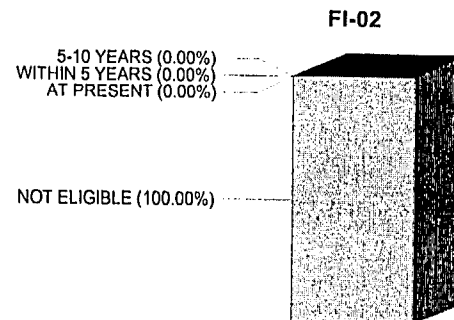
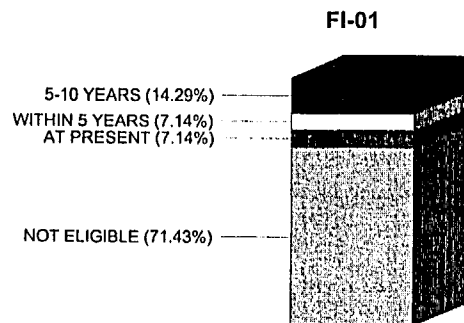


NON-ROTATIONAL FINANCIAL ADMINISTRATIVE PERSONNEL (FI) LEVELS 1-4 EXPECTED RETIREMENT*



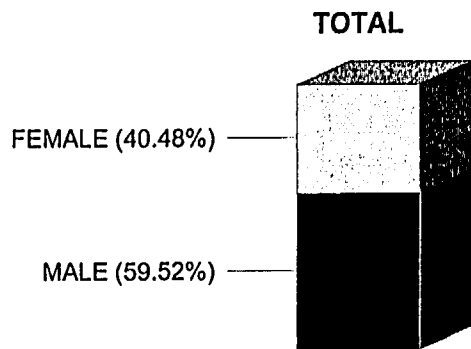
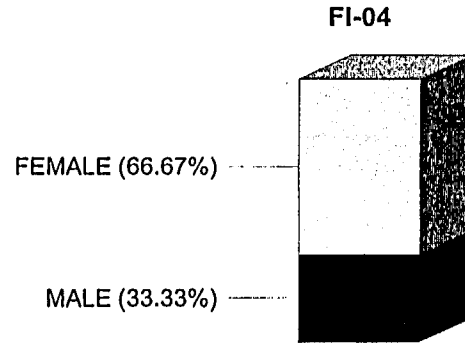
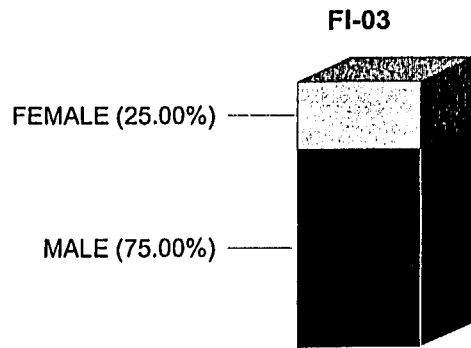
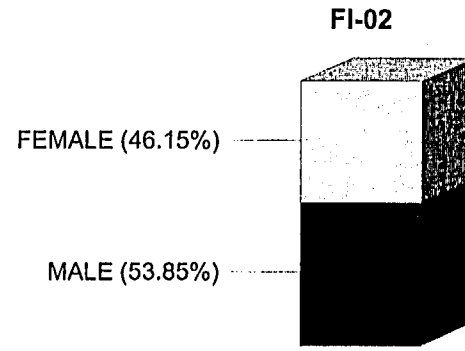
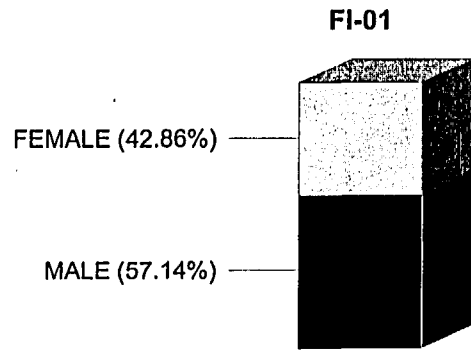
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL FI RETIREMENT POTENTIAL TIME RANGES*



*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL FI GENDER DISTRIBUTION

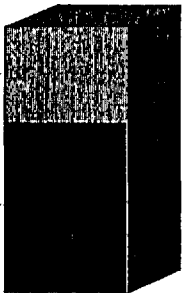


NON-ROTATIONAL FI LINGUISTIC DISTRIBUTION

FI-01

FRENCH (35.71%)

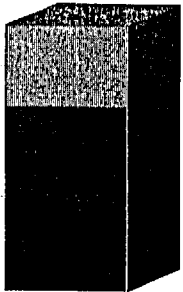
ENGLISH (64.29%)



FI-02

FRENCH (30.77%)

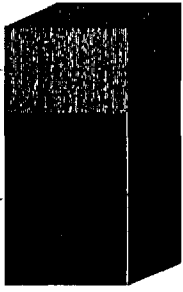
ENGLISH (69.23%)



FI-03

FRENCH (33.33%)

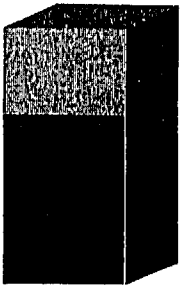
ENGLISH (66.67%)



FI-04

FRENCH (33.33%)

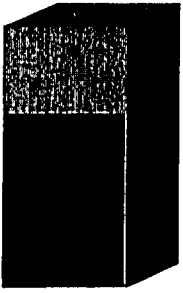
ENGLISH (66.67%)



TOTAL

FRENCH (33.33%)

ENGLISH (66.67%)



SUMMARY OF NON-ROTATIONAL FINANCIAL ADMINISTRATIVE PERSONNEL (FI) LEVELS 1-4

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
FI-01	9	5	14
FI-02	9	4	13
FI-03	8	4	12
FI-04	2	1	3
TOTAL	28	14	42

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
FI-01	0%	14%	7%	7%	7%	21%	29%	7%	7%	0%	59
FI-02	0%	0%	15%	31%	23%	31%	0%	0%	0%	0%	36
FI-03	0%	0%	8%	17%	17%	25%	8%	17%	8%	0%	52
FI-04	0%	0%	0%	0%	0%	67%	33%	0%	0%	0%	31
TOTAL	0%	5%	10%	17%	14%	29%	14%	7%	5%	0%	24

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
FI-01	71%	7%	7%	14%	14
FI-02	100%	0%	0%	0%	13
FI-03	75%	17%	8%	0%	12
FI-04	100%	0%	0%	0%	3
TOTAL	83%	7%	5%	5%	42

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
FI-01	36%	29%	14%	14%	7%	0%	14
FI-02	31%	31%	38%	0%	0%	0%	13
FI-03	17%	33%	25%	8%	17%	0%	12
FI-04	33%	0%	67%	0%	0%	0%	3
TOTAL	29%	29%	29%	7%	7%	0%	42

GENDER DISTRIBUTION

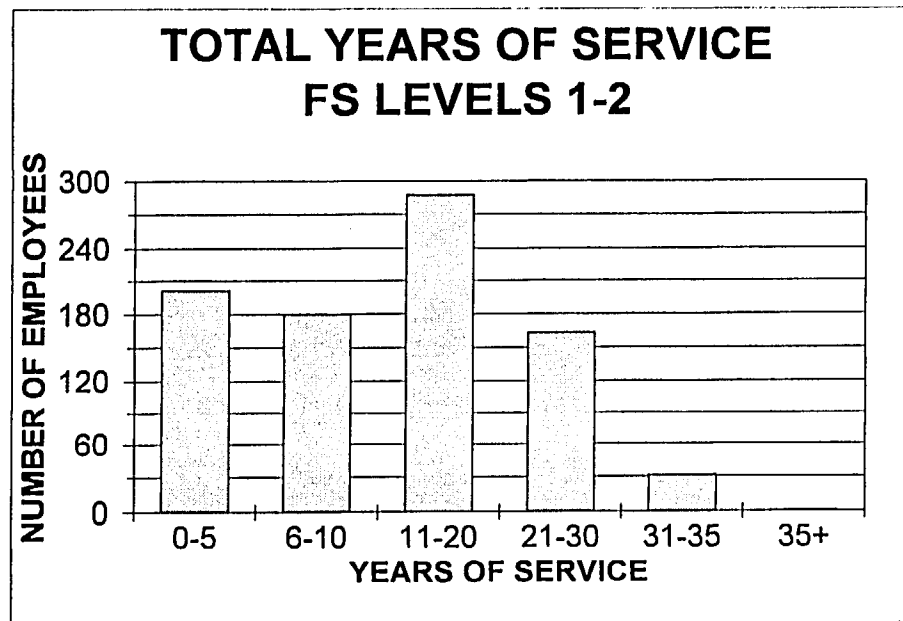
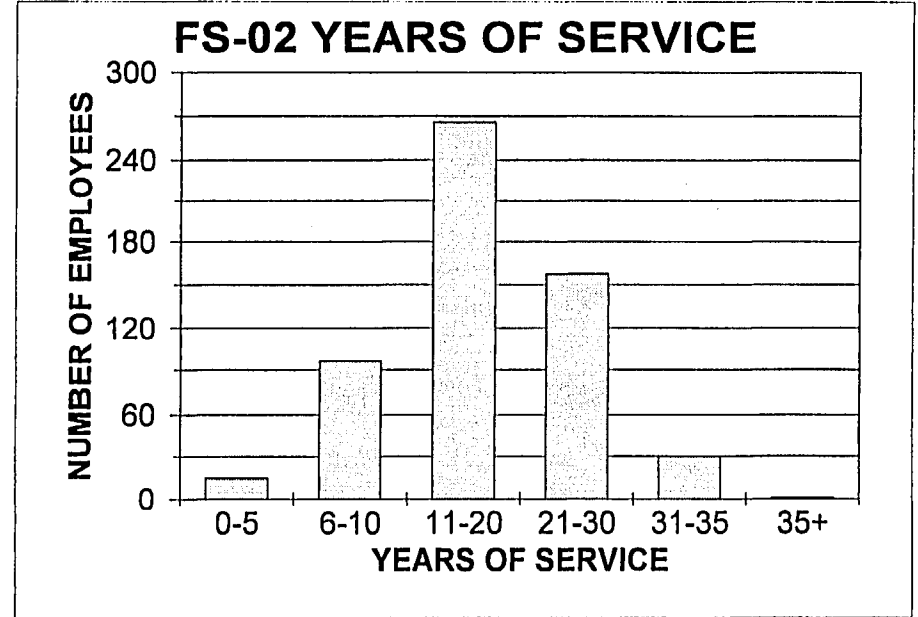
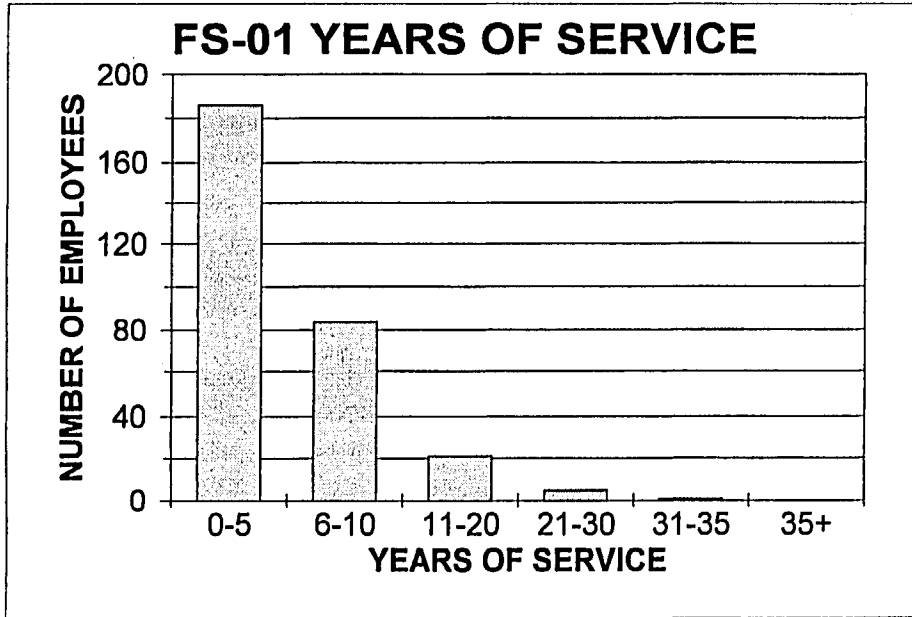
LEVEL	MALE	FEMALE	TOTAL
FI-01	8	6	14
FI-02	7	6	13
FI-03	9	3	12
FI-04	1	2	3
TOTAL	25	17	42

EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
FI-01	1	7%	1	8%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%	1	9%	0	0%
FI-02	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
FI-03	2	17%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%	0	0%	0	0%	0	0%	0	0%
FI-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	3	7%	1	3%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	3%	1	3%	0	0%

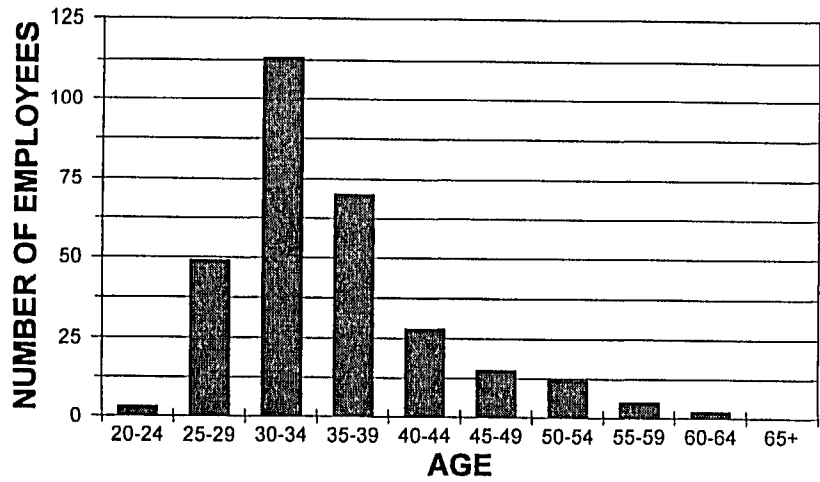
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL FOREIGN SERVICE PERSONNEL (FS) LEVELS 1-2 YEARS OF SERVICE

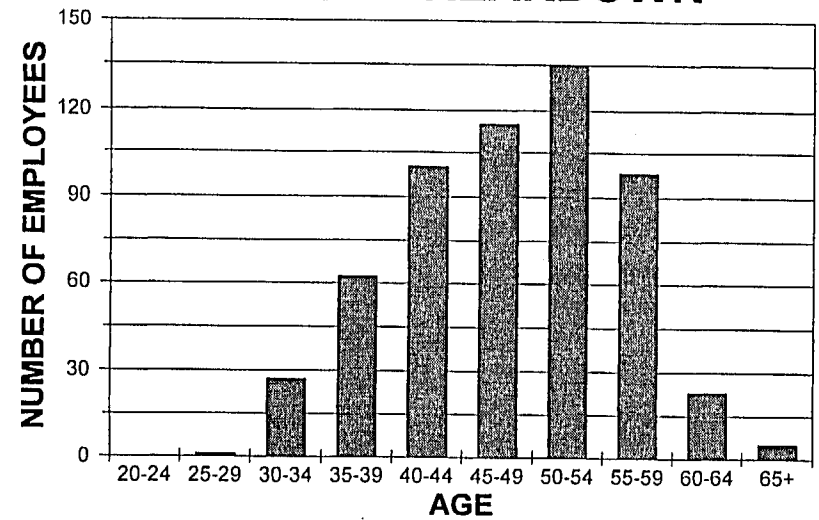


ROTATIONAL FOREIGN SERVICE PERSONNEL (FS) LEVELS 1-2 AGE BREAKDOWN

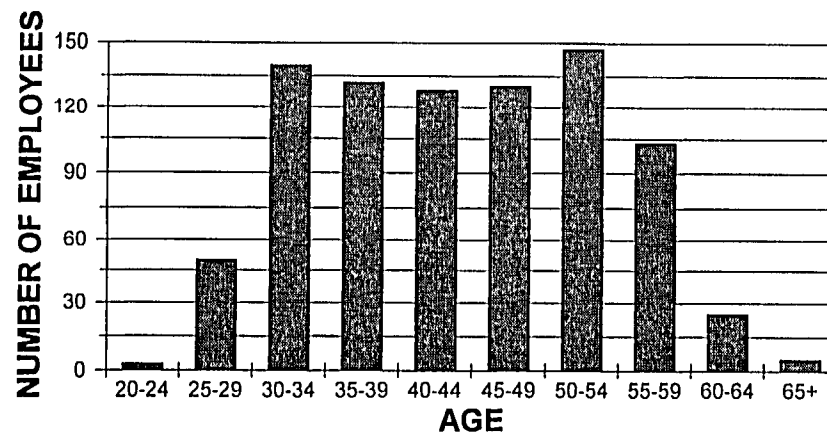
FS-01 AGE BREAKDOWN



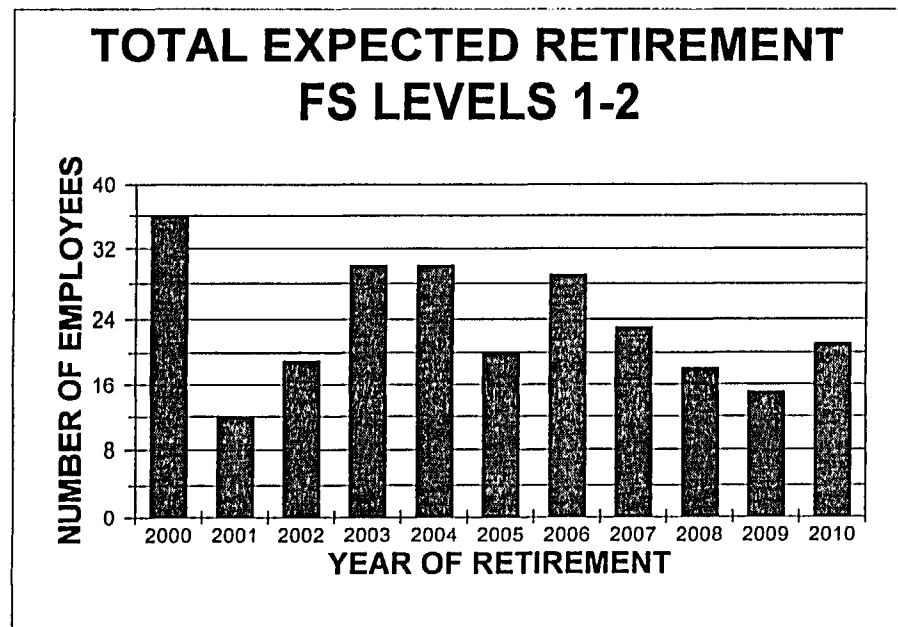
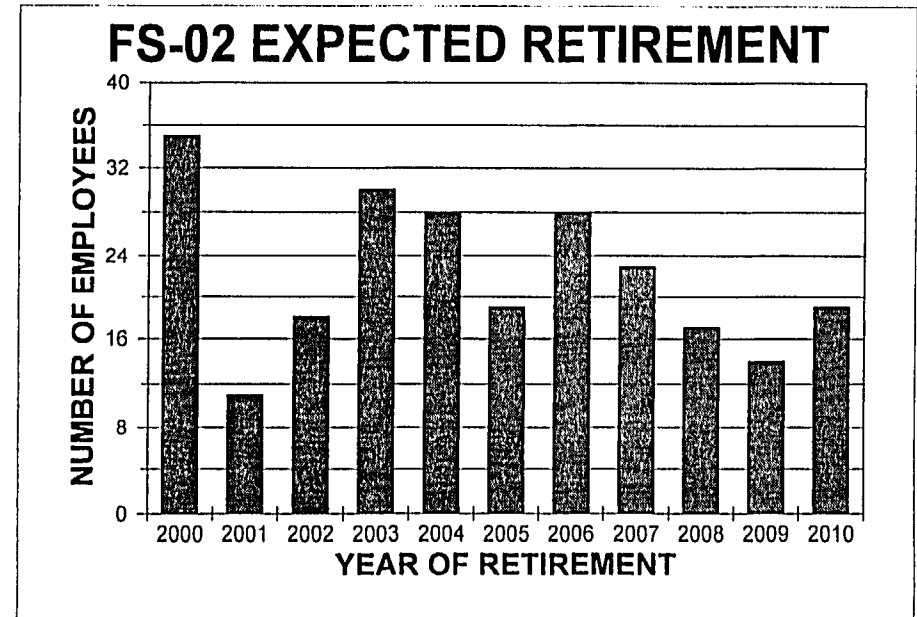
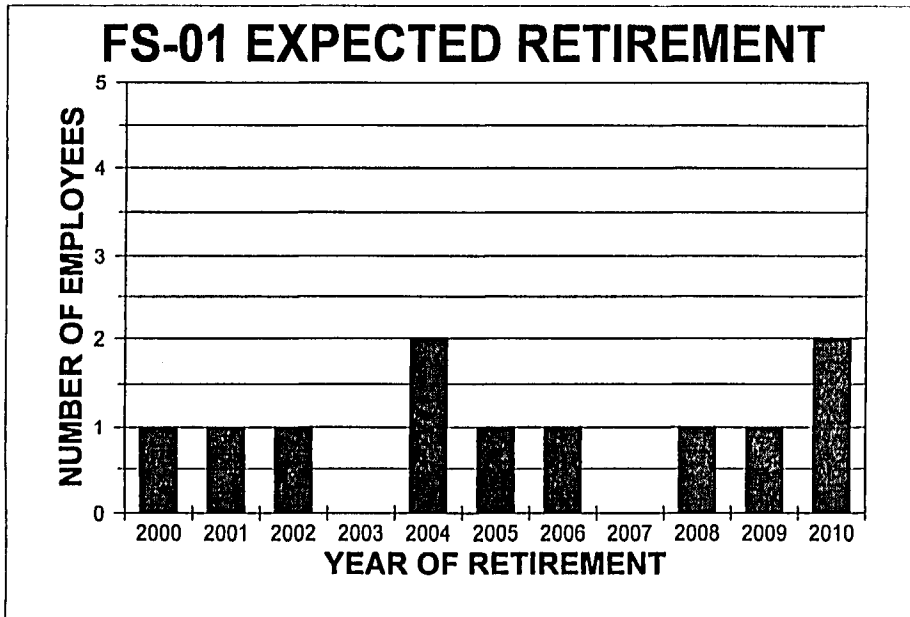
FS-02 AGE BREAKDOWN



TOTAL AGE BREAKDOWN FS LEVELS 1-2

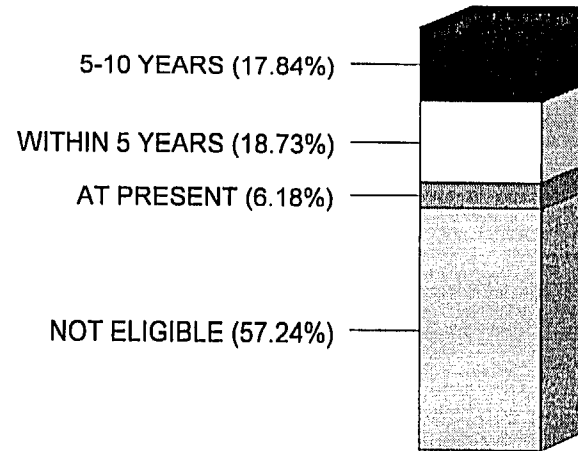
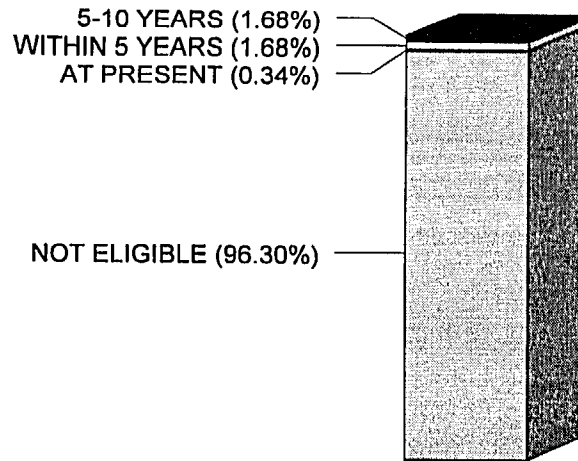


ROTATIONAL FOREIGN SERVICE PERSONNEL (FS) LEVELS 1-2 EXPECTED RETIREMENT*

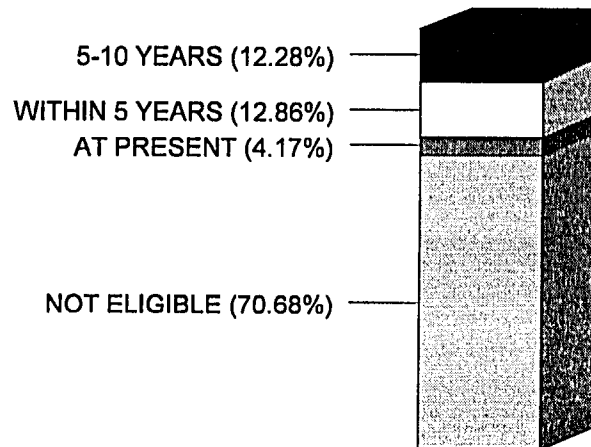


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL FS RETIREMENT POTENTIAL* TIME RANGES



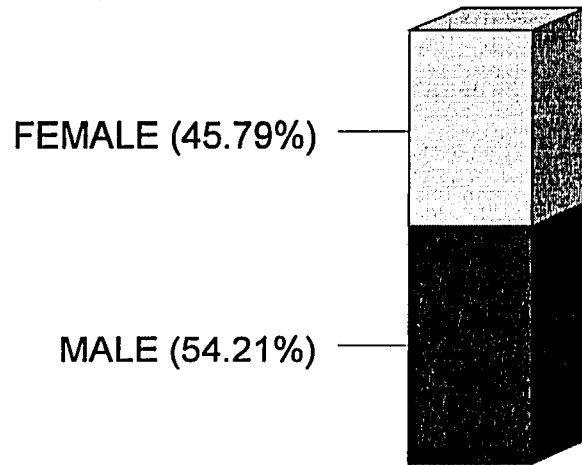
TOTAL



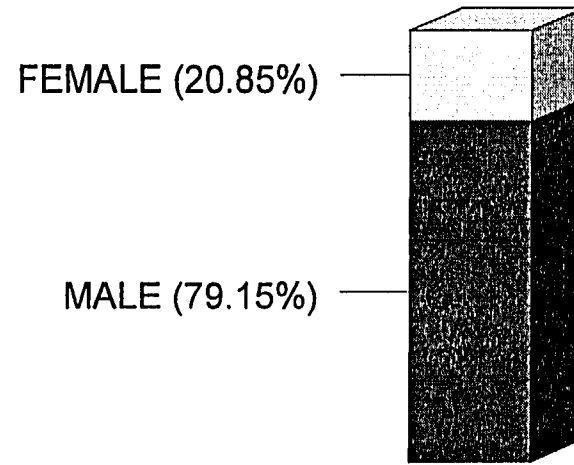
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL FS GENDER DISTRIBUTION

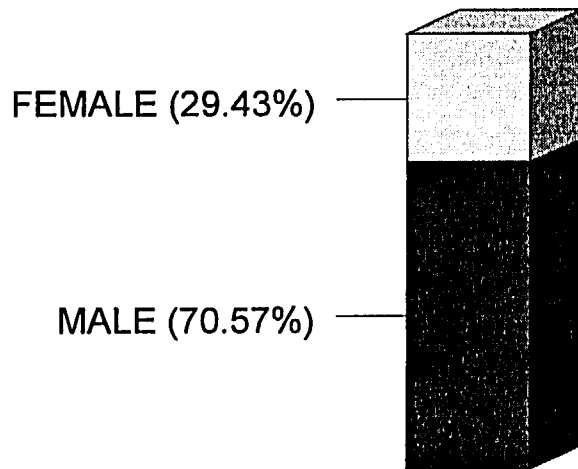
FS-01



FS-02

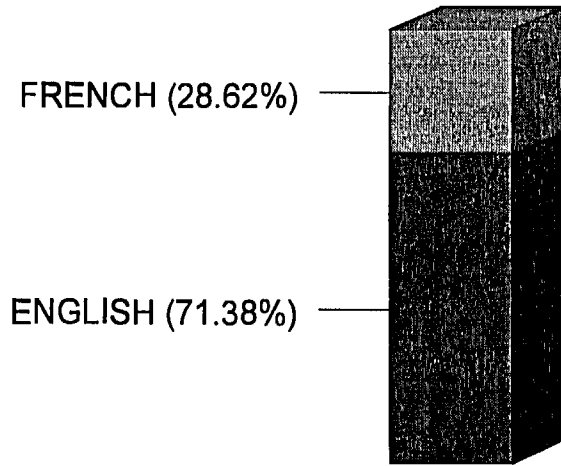


TOTAL

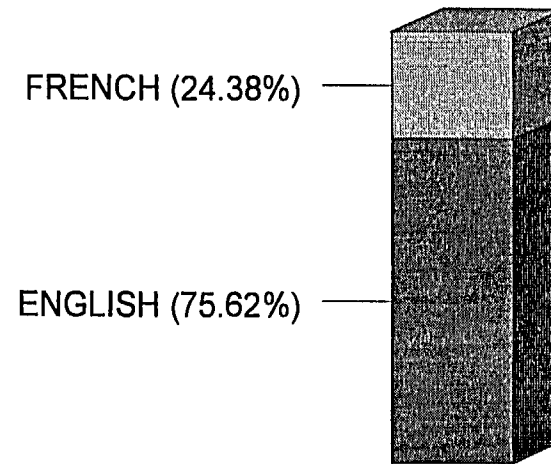


ROTATIONAL FS LINGUISTIC DISTRIBUTION

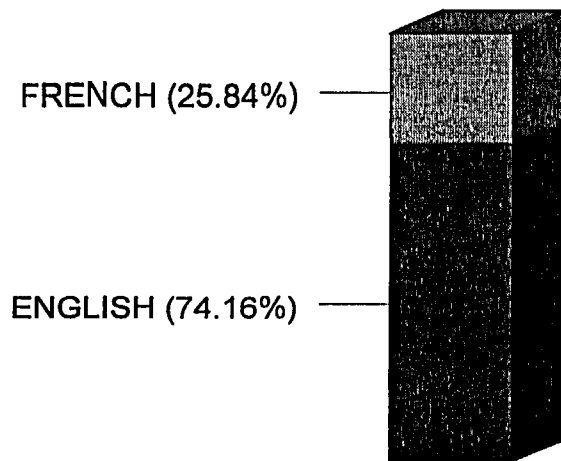
FS-01



FS-02



TOTAL



SUMMARY OF ROTATIONAL FOREIGN SERVICE PERSONNEL (FS) LEVELS 1-2

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
FS-01	212	85	297
FS-02	428	138	566
TOTAL	640	223	863

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
FS-01	1%	16%	38%	24%	9%	5%	4%	2%	1%	0%	297
FS-02	0%	0%	5%	11%	18%	20%	24%	17%	4%	1%	566
TOTAL	0%	6%	16%	15%	15%	15%	17%	12%	3%	1%	863

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
FS-01	96%	0%	2%	2%	297
FS-02	57%	6%	19%	18%	566
TOTAL	71%	4%	13%	12%	863

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
FS-01	63%	28%	7%	2%	0%	0%	297
FS-02	3%	17%	47%	28%	5%	0%	566
TOTAL	23%	21%	33%	19%	4%	0%	863

GENDER DISTRUBUTION

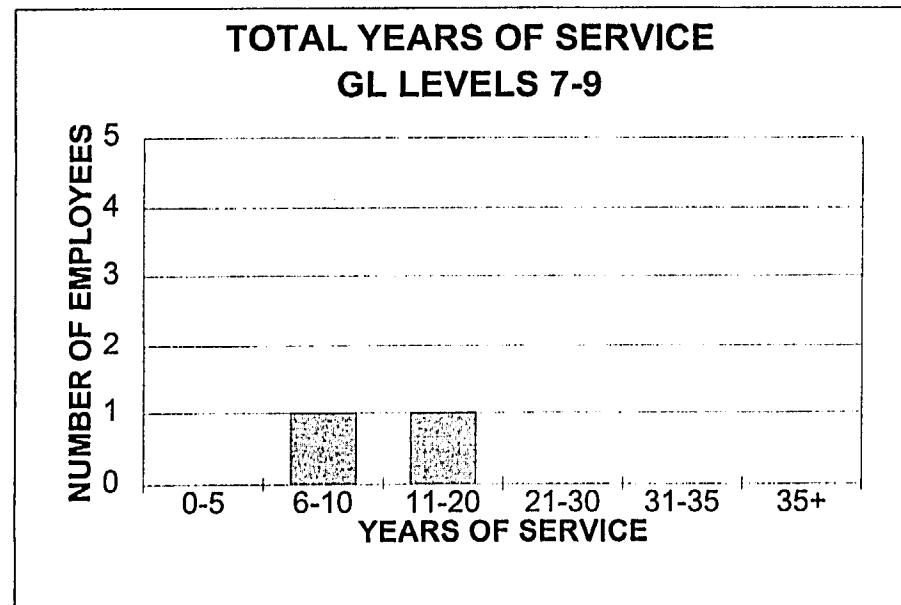
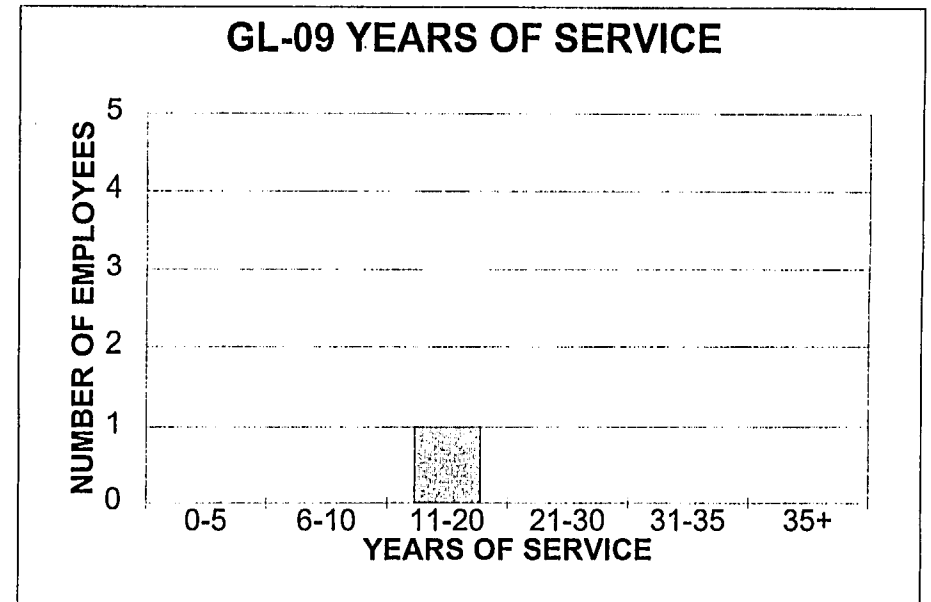
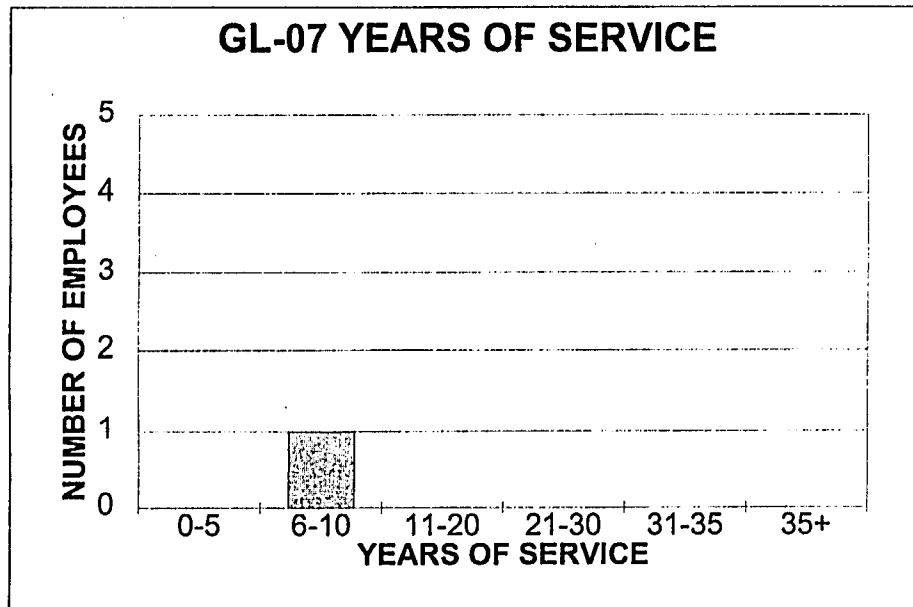
LEVEL	MALE	FEMALE	TOTAL
FS-01	161	136	297
FS-02	448	118	566
TOTAL	609	254	863

EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
FS-01	1	0%	1	0%	1	0%	0	0%	2	1%	1	0%	1	0%	0	0%	1	0%	1	0%	2	1%
FS-02	35	6%	11	2%	18	3%	30	6%	28	6%	19	4%	28	7%	23	6%	17	5%	14	4%	19	6%
TOTAL	36	4%	12	1%	19	2%	30	4%	30	4%	20	3%	29	4%	23	3%	18	3%	15	2%	21	3%

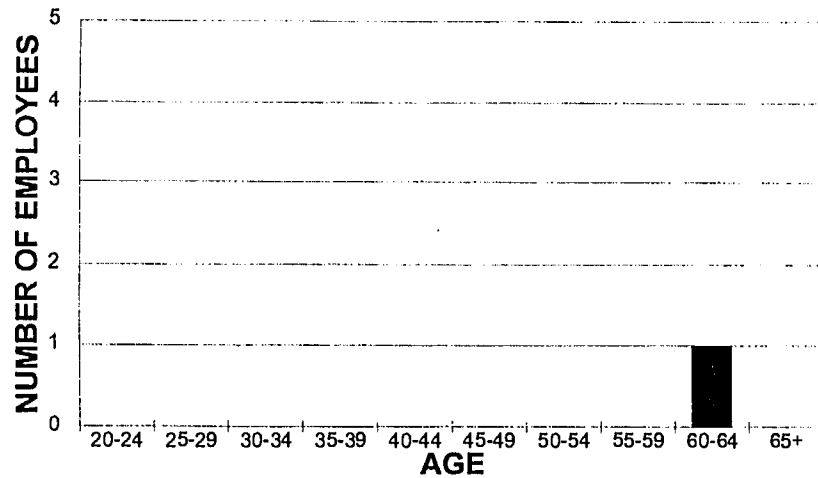
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL GENERAL LABOUR PERSONNEL (GL) LEVELS 7-9 YEARS OF SERVICE

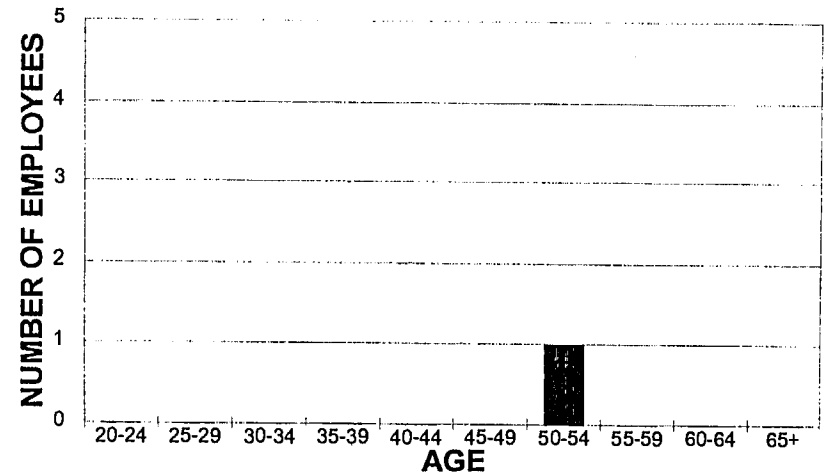


NON-ROTATIONAL GENERAL LABOUR PERSONNEL (GL) LEVELS 7-9 AGE BREAKDOWN

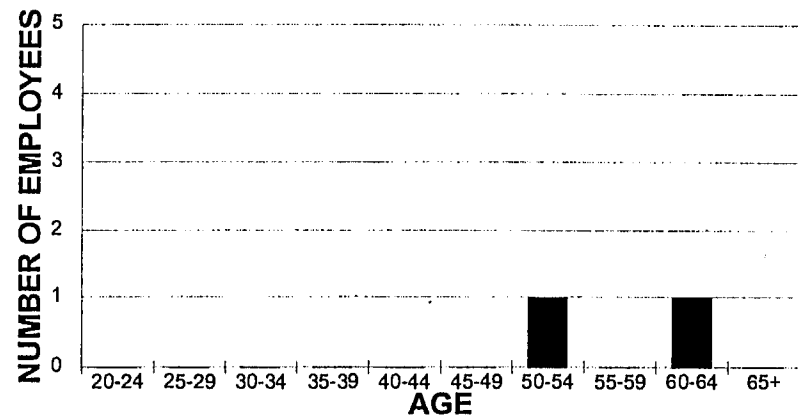
GL-07 AGE BREAKDOWN



GL-09 AGE BREAKDOWN

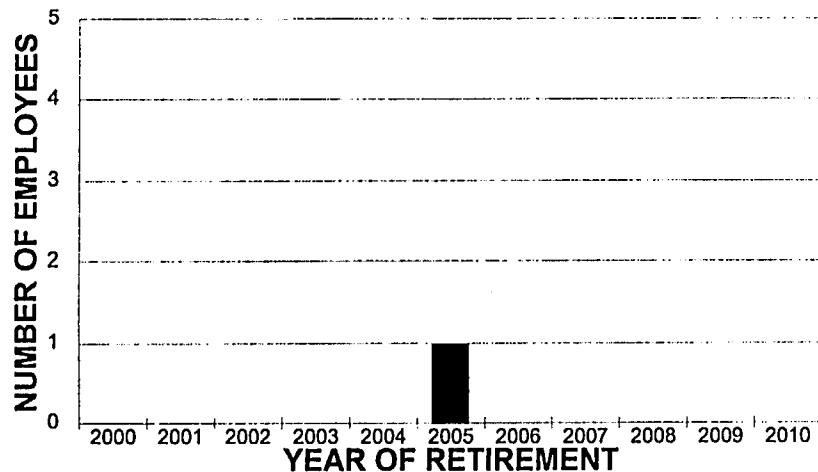


TOTAL AGE BREAKDOWN GL LEVELS 7-9



NON-ROTATIONAL GENERAL LABOUR PERSONNEL (GL) LEVELS 7-9 EXPECTED RETIREMENT*

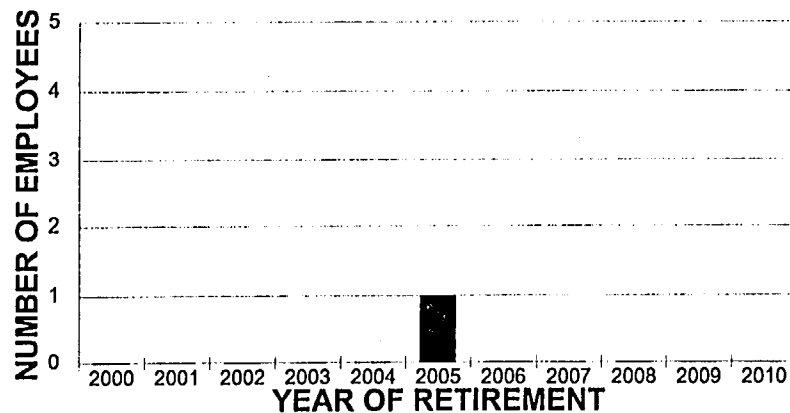
GL-07 EXPECTED RETIREMENT



GL-09 EXPECTED RETIREMENT

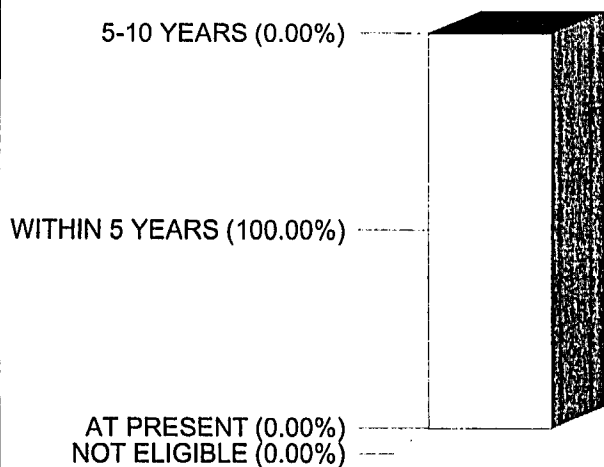


TOTAL EXPECTED RETIREMENT GL LEVELS 7-9

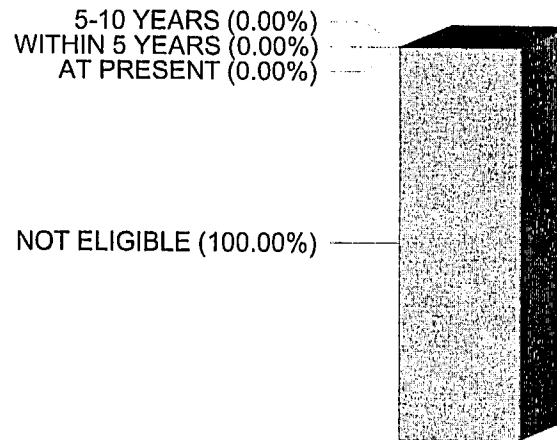


NON-ROTATIONAL GL RETIREMENT POTENTIAL TIME RANGES*

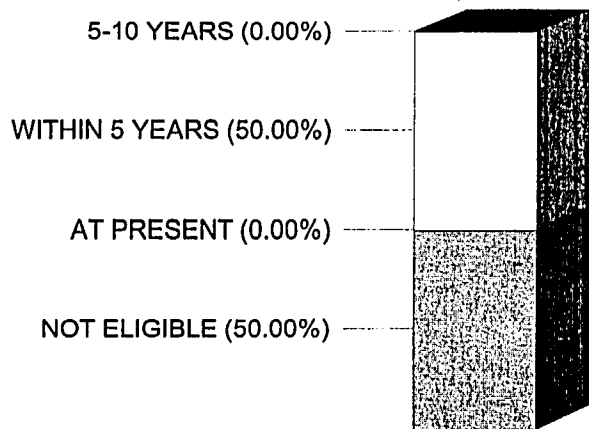
GL-07



GL-09



TOTAL



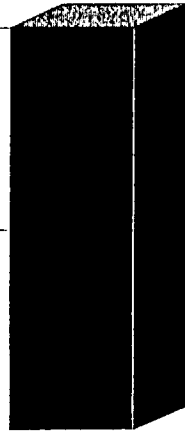
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL GL GENDER DISTRIBUTION

GL-07

FEMALE (0.00%)

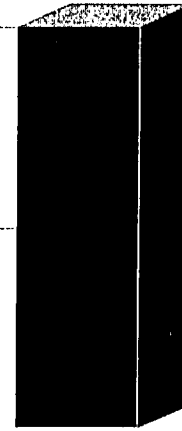
MALE (100.00%)



GL-09

FEMALE (0.00%)

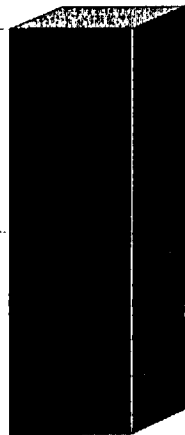
MALE (100.00%)



TOTAL

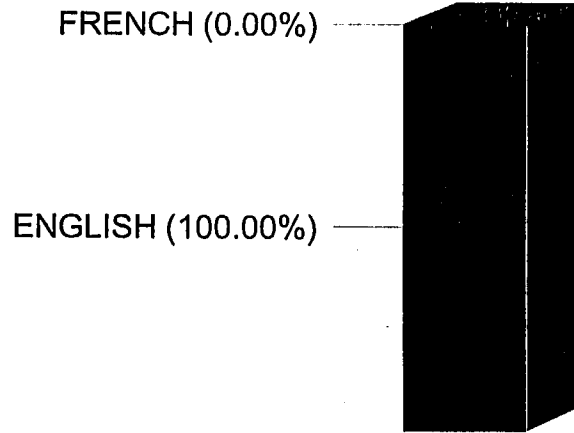
FEMALE (0.00%)

MALE (100.00%)

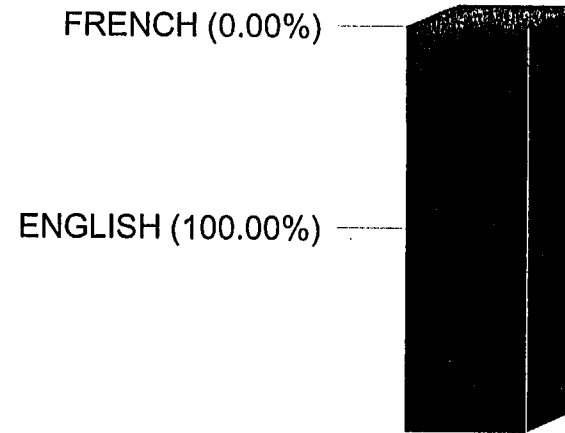


NON-ROTATIONAL GL LINGUISTIC DISTRIBUTION

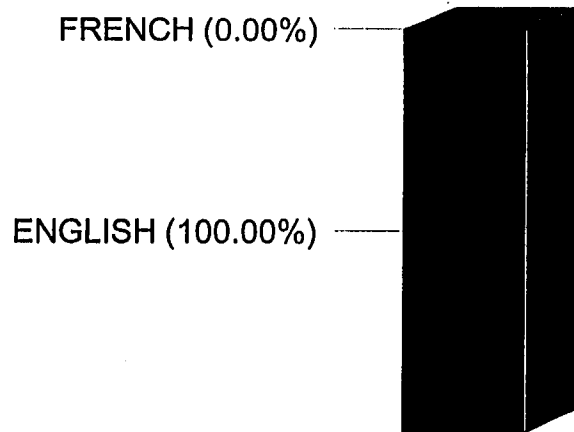
GL-07



GL-09



TOTAL



SUMMARY OF NON-ROTATIONAL GENERAL LABOUR PERSONNEL (GL) LEVELS 7-9

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
GL-07	1	0	1
GL-09	1	0	1
TOTAL	2	0	2

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
GL-07	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	1
GL-09	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	1
TOTAL	0%	0%	0%	0%	0%	0%	50%	0%	50%	0%	2

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
GL-07	0%	0%	100%	0%	1
GL-09	100%	0%	0%	0%	1
TOTAL	50%	0%	50%	0%	2

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
GL-07	0%	100%	0%	0%	0%	0%	1
GL-09	0%	0%	100%	0%	0%	0%	1
TOTAL	0%	50%	50%	0%	0%	0%	2

GENDER DISTRIBUTION

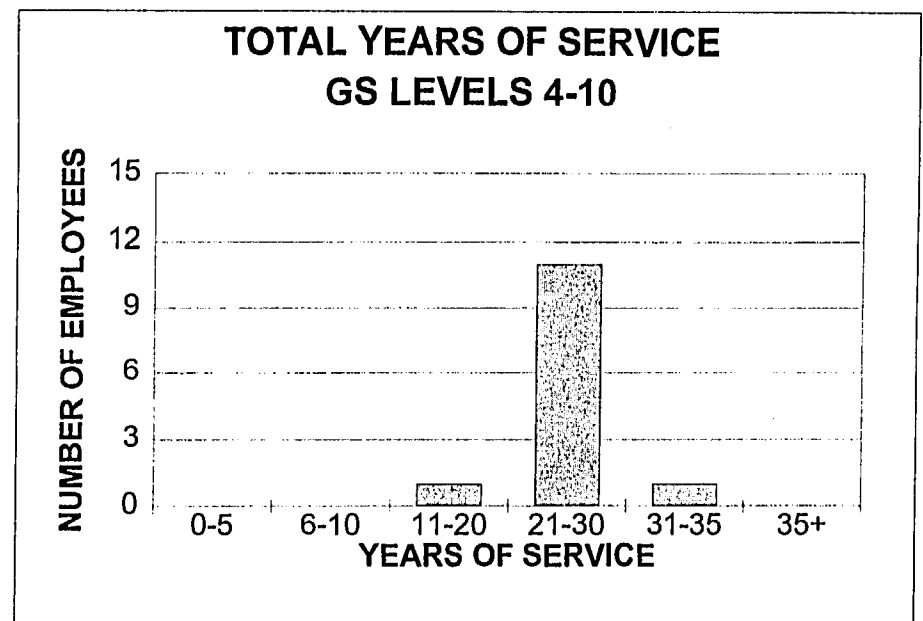
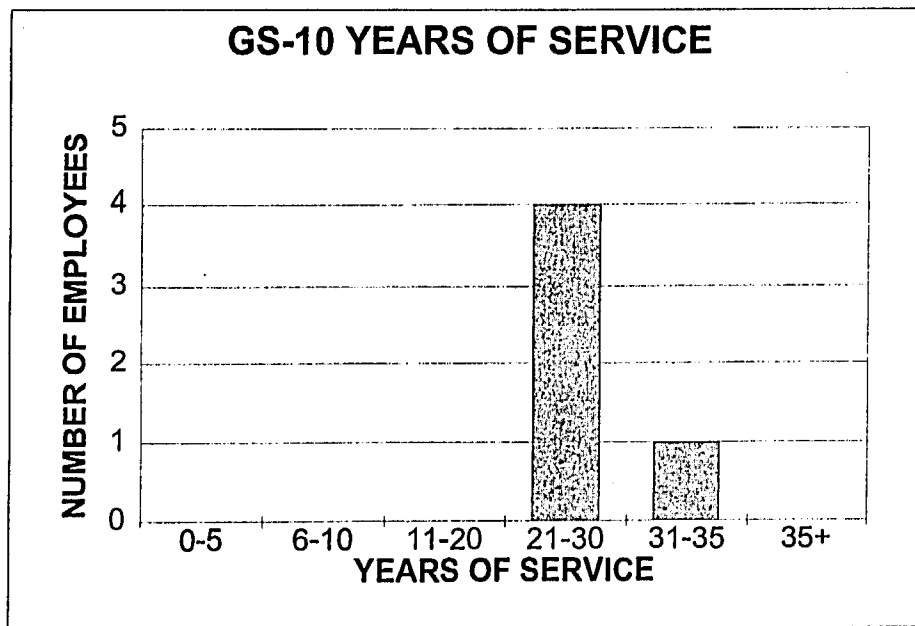
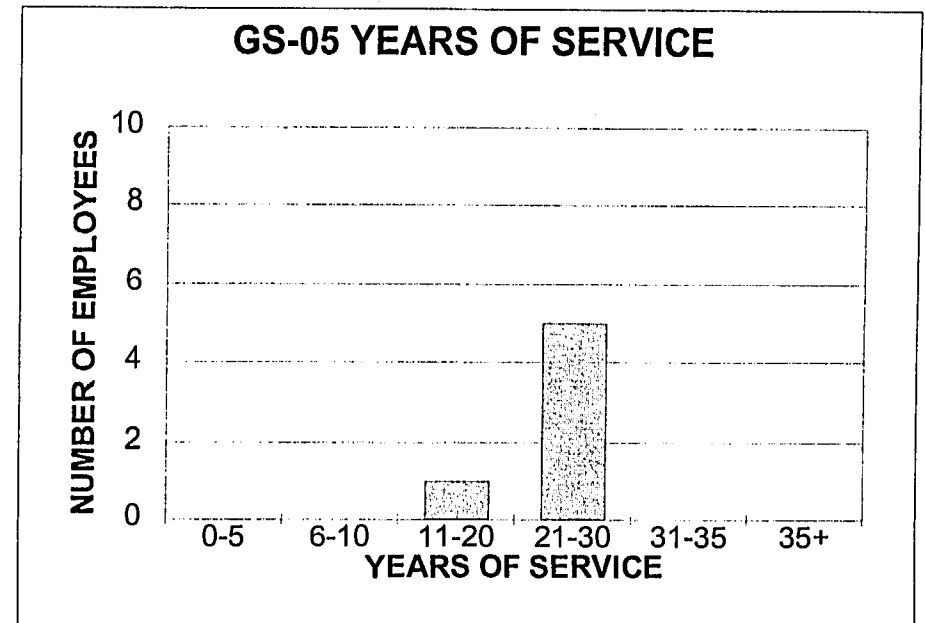
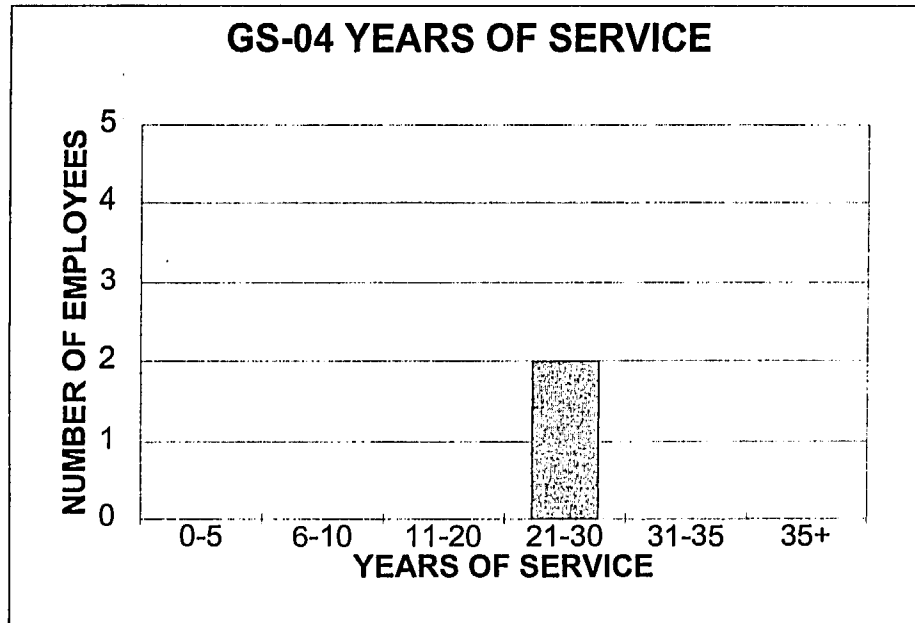
LEVEL	MALE	FEMALE	TOTAL
GL-07	1	0	1
GL-09	1	0	1
TOTAL	2	0	2

EXPECTED RETIREMENT BREAKDOWN*

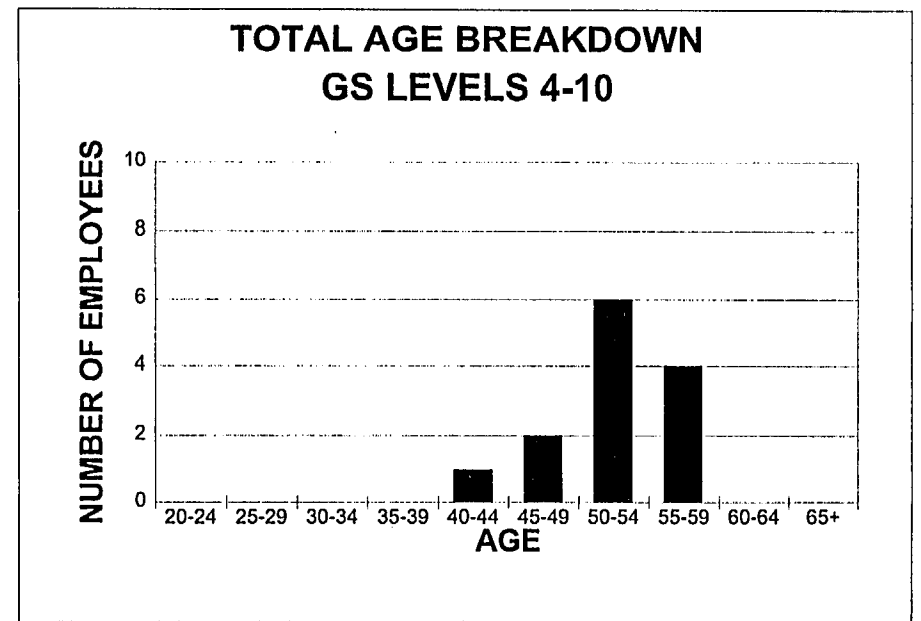
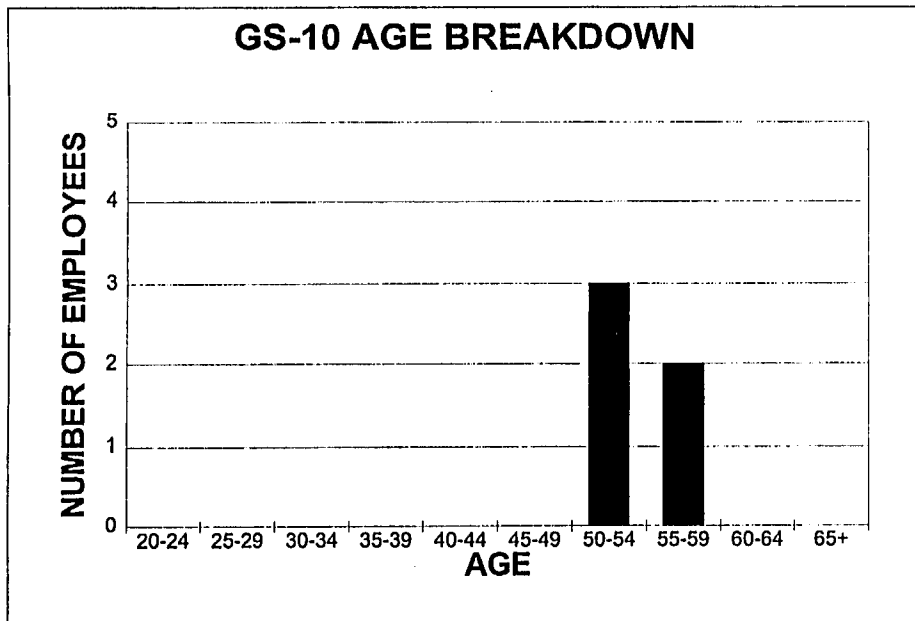
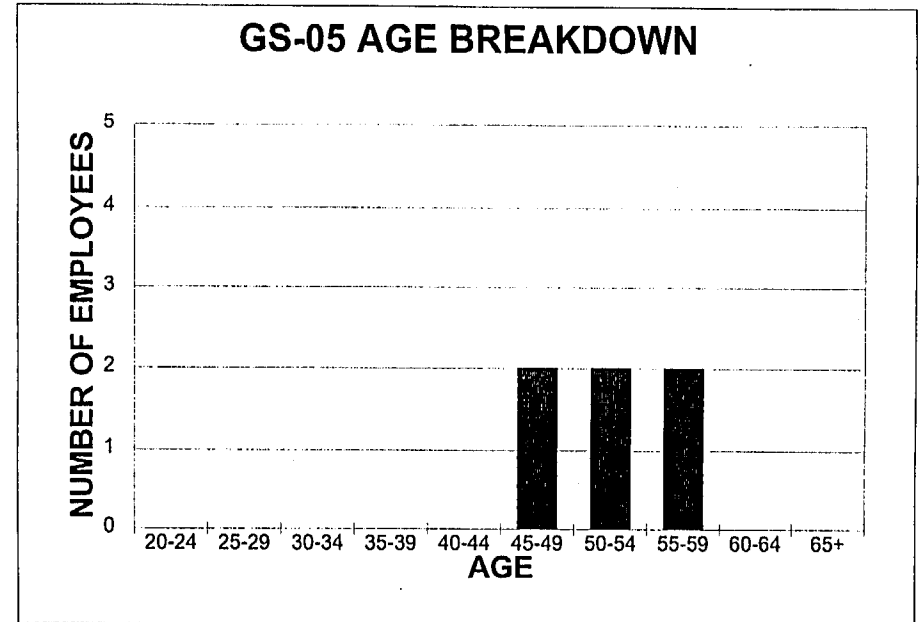
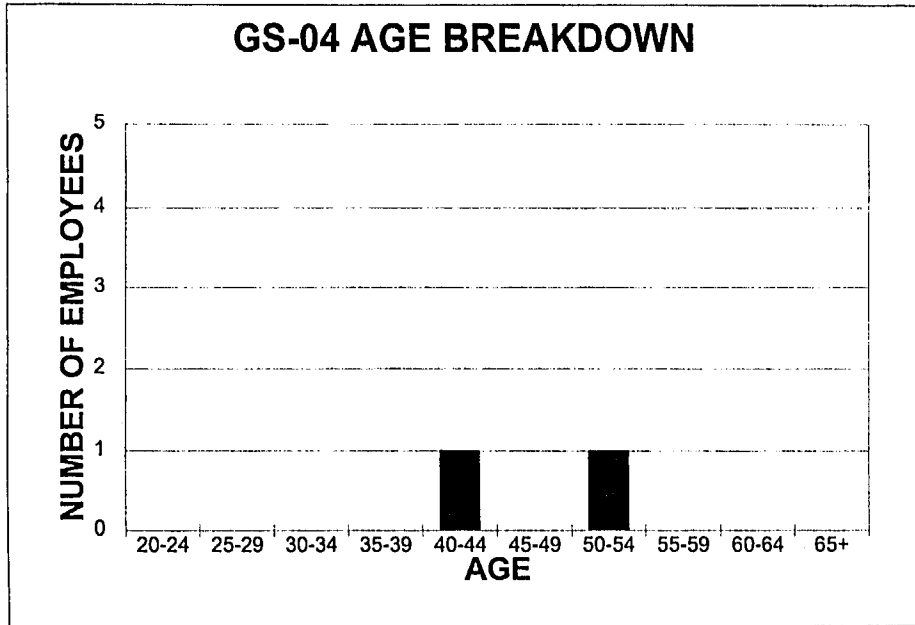
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
GL-07	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
GL-09	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

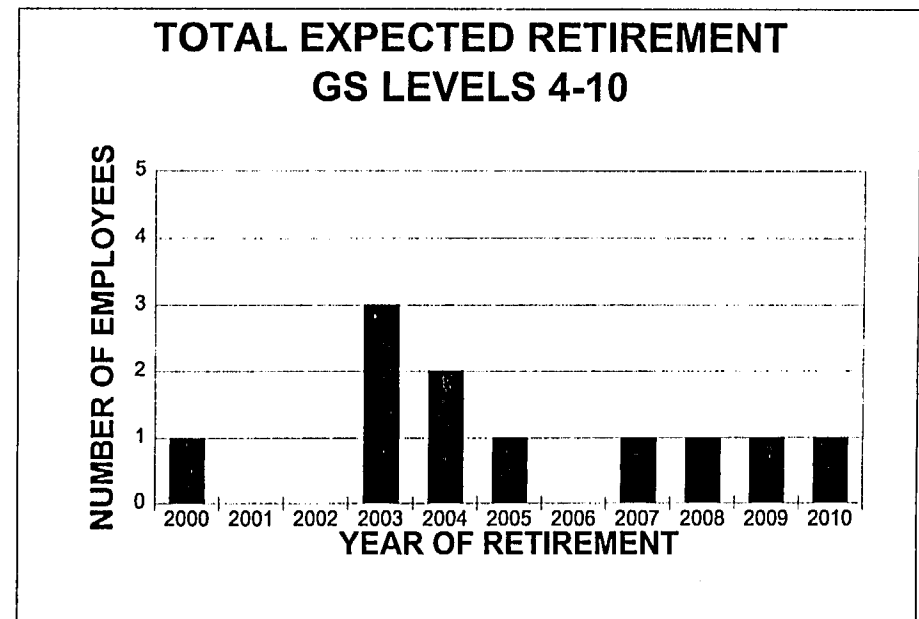
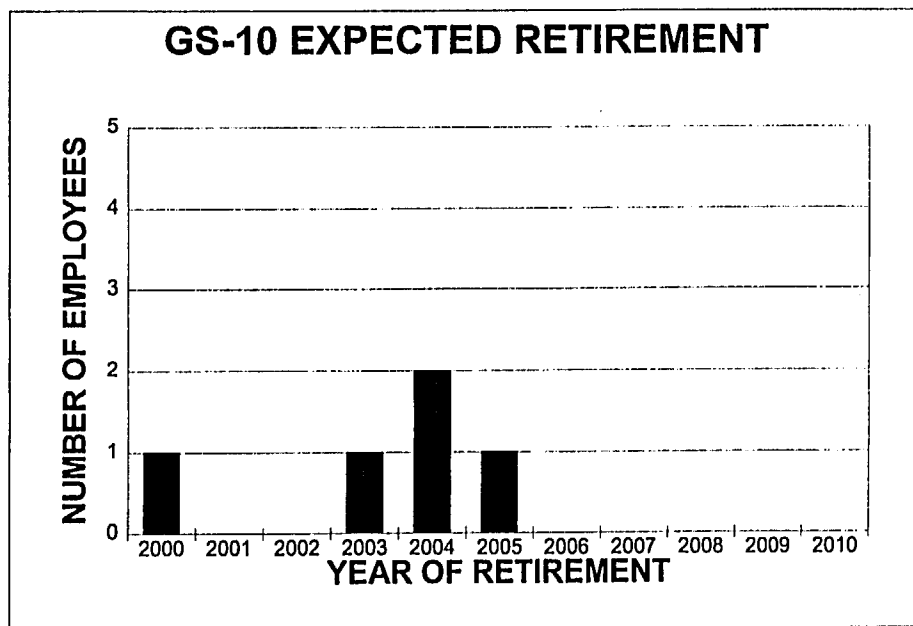
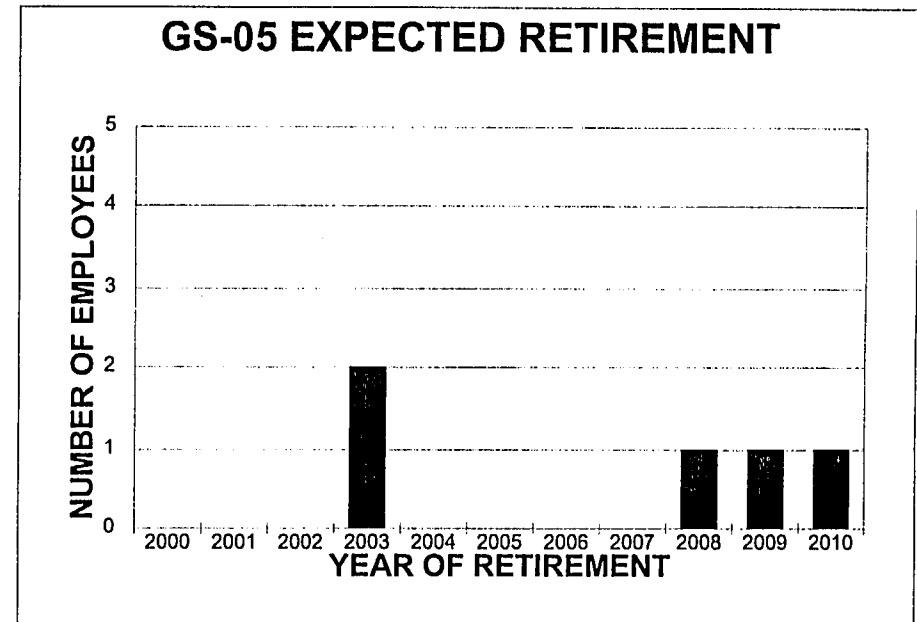
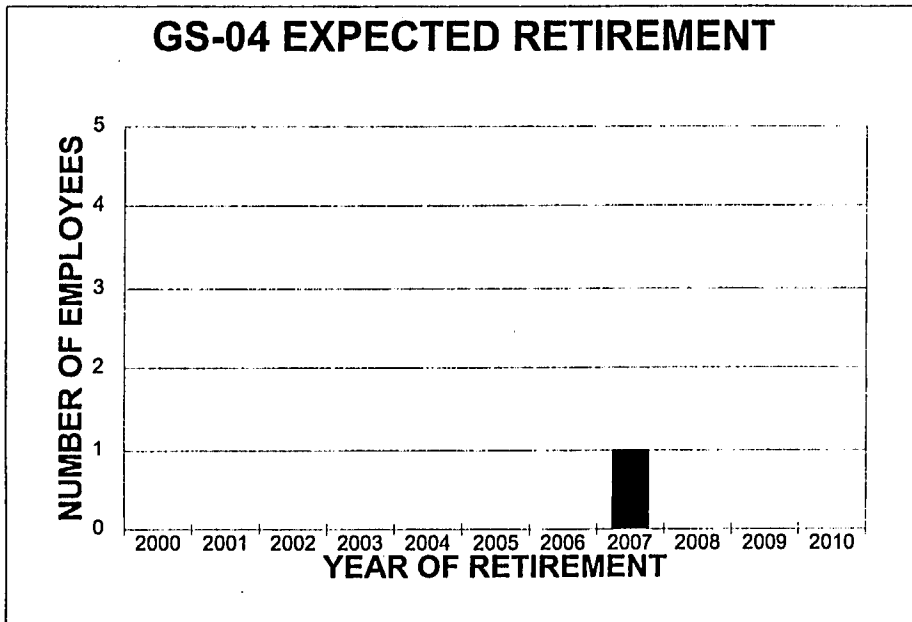
NON-ROTATIONAL GENERAL SERVICES PERSONNEL (GS) LEVELS 4-10 YEARS OF SERVICE



NON-ROTATIONAL GENERAL SERVICES PERSONNEL (GS) LEVELS 4-10 AGE BREAKDOWN



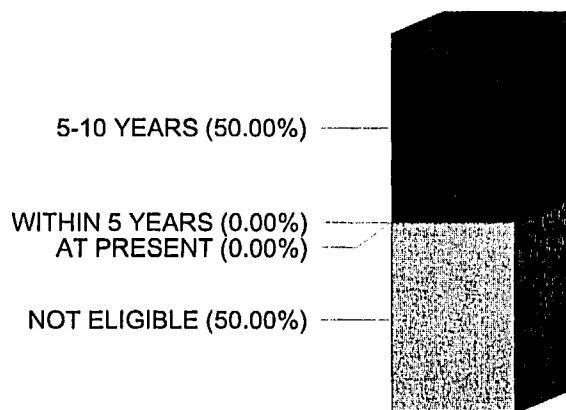
NON-ROTATIONAL GENERAL SERVICES PERSONNEL (GS) LEVELS 4-10 EXPECTED RETIREMENT*



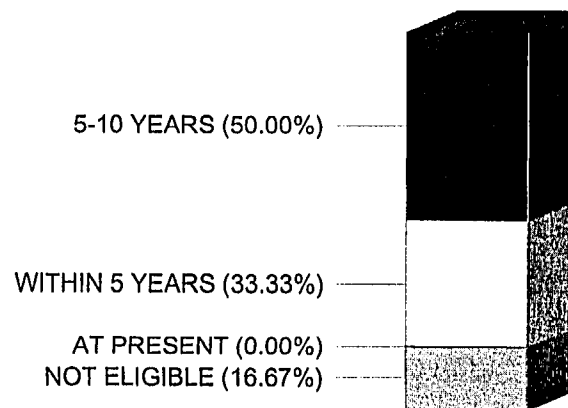
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL GS RETIREMENT POTENTIAL TIME RANGES*

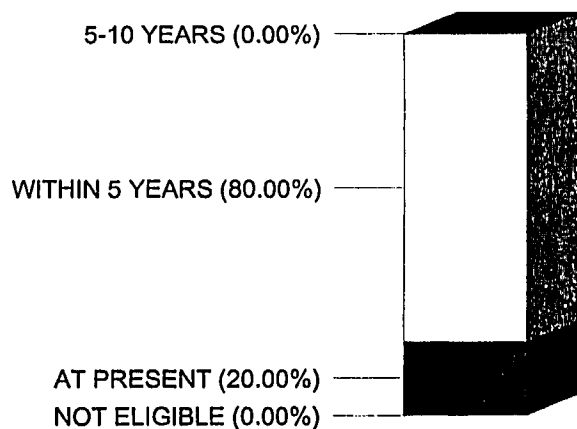
GS-04



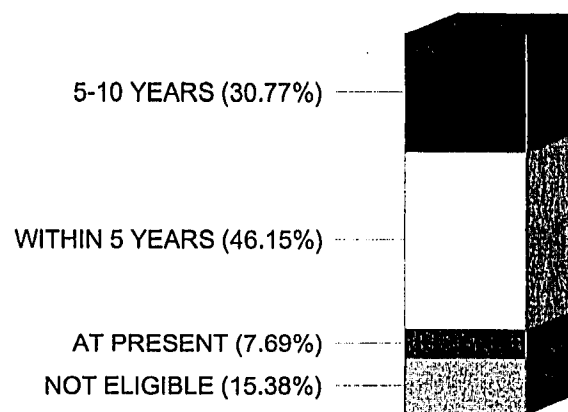
GS-05



GS-10

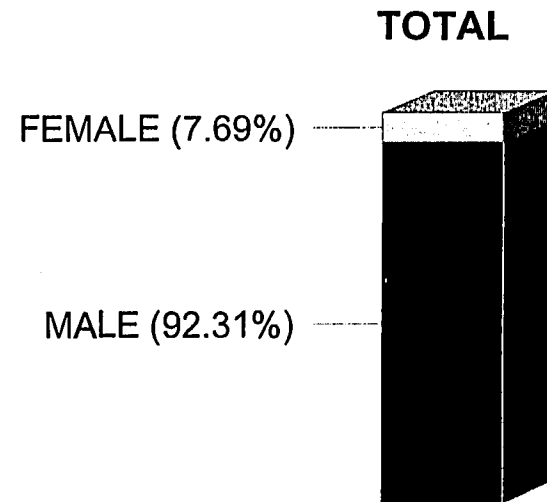
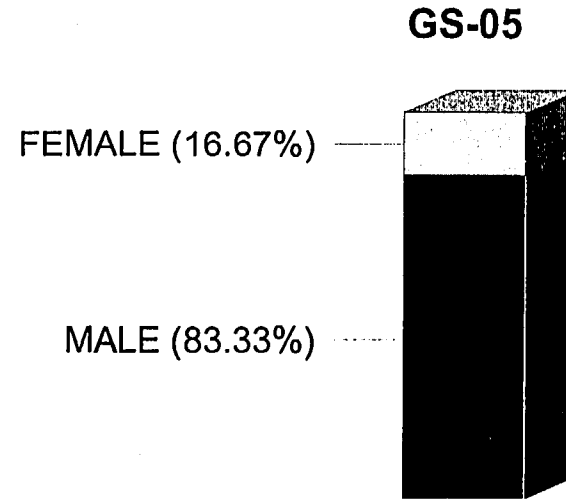
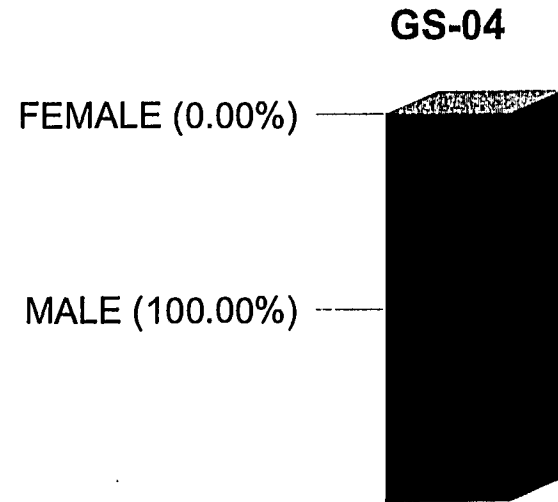


TOTAL



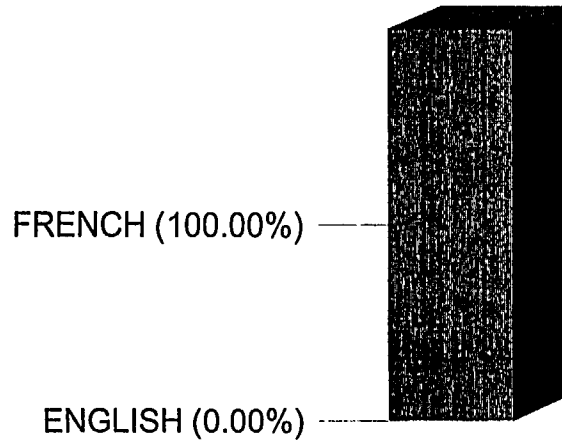
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL GS GENDER DISTRIBUTION

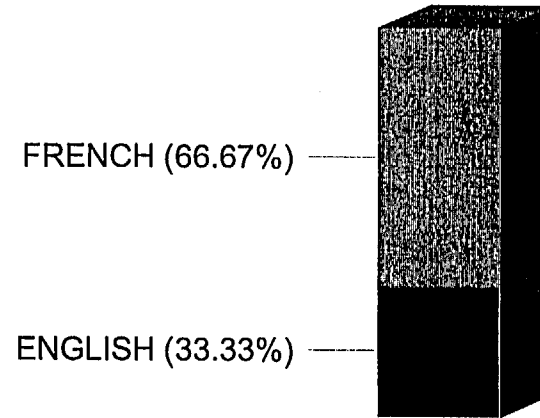


NON-ROTATIONAL GS LINGUISTIC DISTRIBUTION

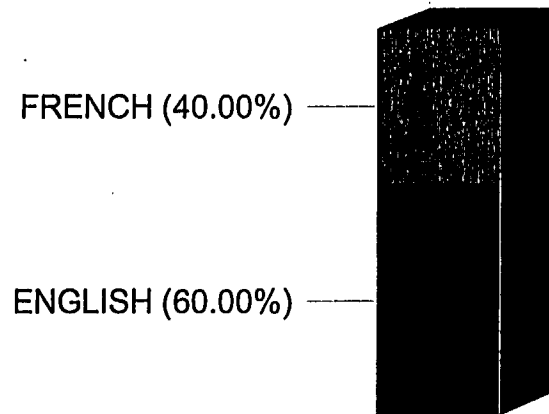
GS-04



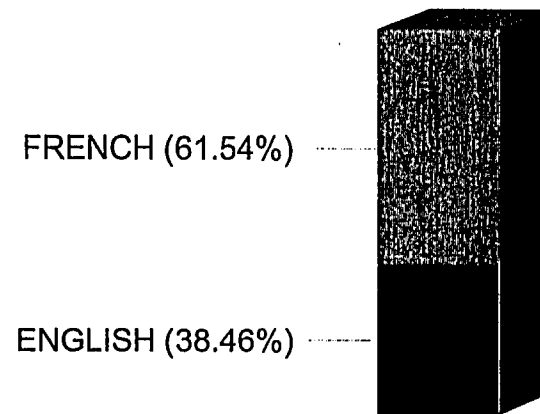
GS-05



GS-10



TOTAL



SUMMARY OF NON-ROTATIONAL GENERAL SERVICES PERSONNEL (GS) LEVELS 4-10

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
GS-04	0	2	2
GS-05	2	4	6
GS-10	3	2	5
TOTAL	5	8	13

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
GS-04	0%	0%	0%	0%	50%	0%	50%	0%	0%	0%	2
GS-05	0%	0%	0%	0%	0%	33%	33%	33%	0%	0%	6
GS-10	0%	0%	0%	0%	0%	0%	60%	40%	0%	0%	5
TOTAL	0%	0%	0%	0%	8%	15%	46%	31%	0%	0%	13

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
GS-04	50%	0%	0%	50%	2
GS-05	17%	0%	33%	50%	6
GS-10	0%	20%	80%	0%	5
TOTAL	15%	8%	46%	31%	13

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
GS-04	0%	0%	0%	100%	0%	0%	2
GS-05	0%	0%	17%	83%	0%	0%	6
GS-10	0%	0%	0%	80%	20%	0%	5
TOTAL	0%	0%	8%	85%	8%	0%	13

GENDER DISTRUBUTION

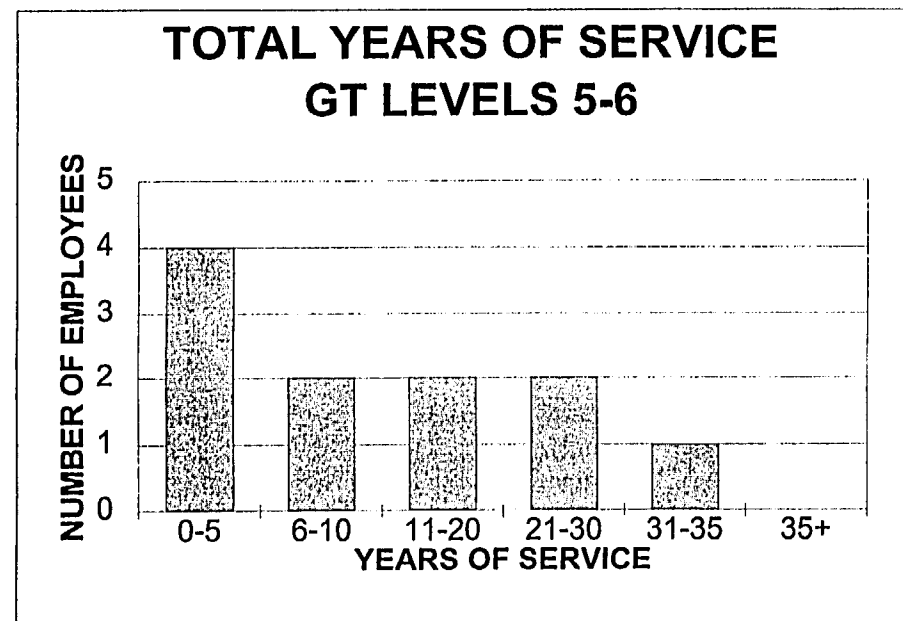
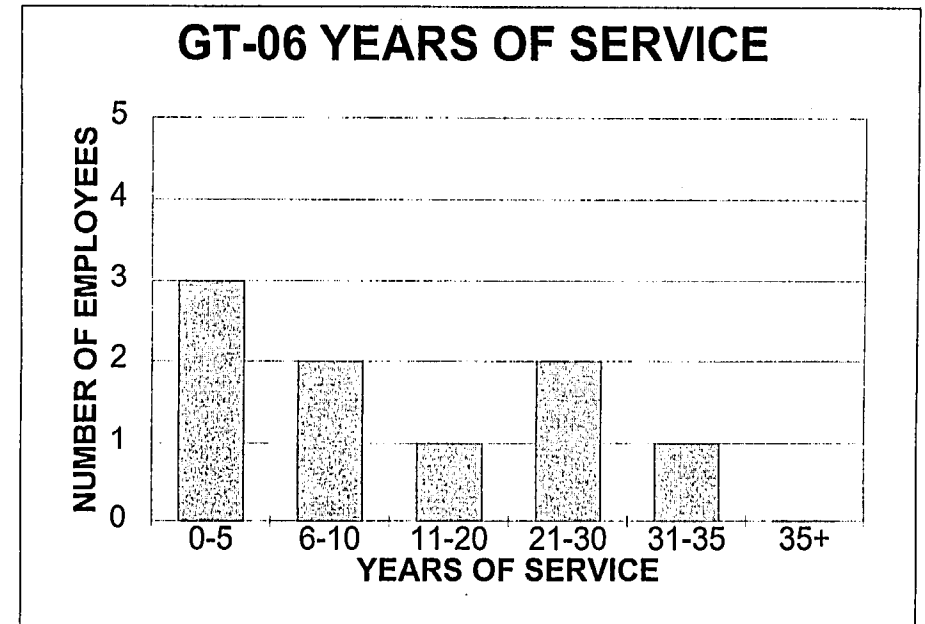
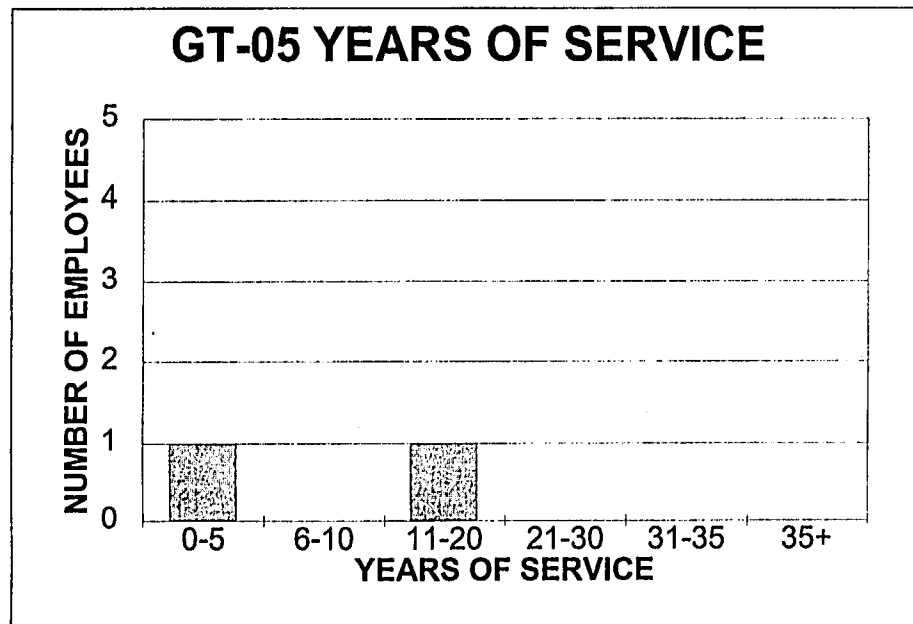
LEVEL	MALE	FEMALE	TOTAL
GS-04	2	0	2
GS-05	5	1	6
GS-10	5	0	5
TOTAL	12	1	13

EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
GS-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%	0	0%
GS-05	0	0%	0	0%	0	0%	2	33%	0	0%	0	0%	0	0%	0	0%	1	25%	1	33%	1	50%
GS-10	1	20%	0	0%	0	0%	1	25%	2	67%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	1	8%	0	0%	0	0%	3	25%	2	22%	1	14%	0	0%	1	17%	1	20%	1	25%	1	33%

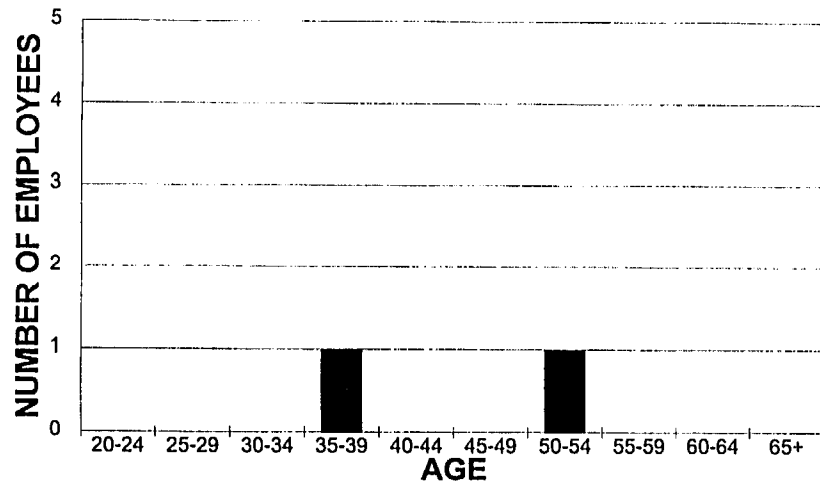
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL GENERAL TECHNICAL PERSONNEL (GT) LEVELS 5-6 YEARS OF SERVICE

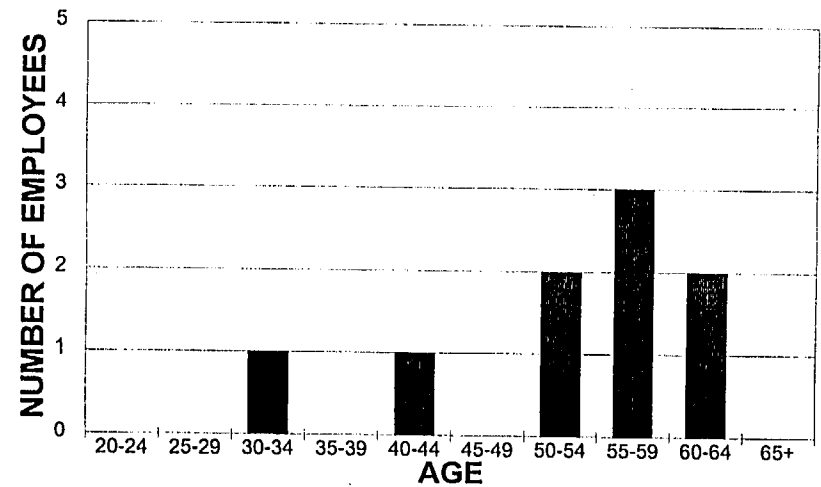


NON-ROTATIONAL GENERAL TECHNICAL PERSONNEL (GT) LEVELS 5-6 AGE BREAKDOWN

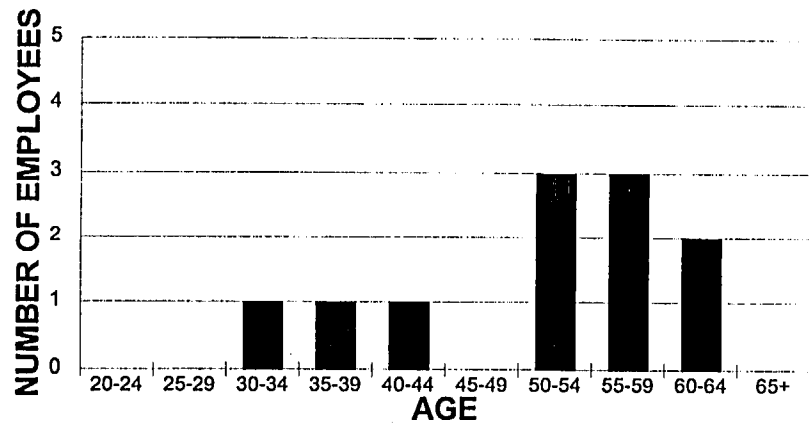
GT-05 AGE BREAKDOWN



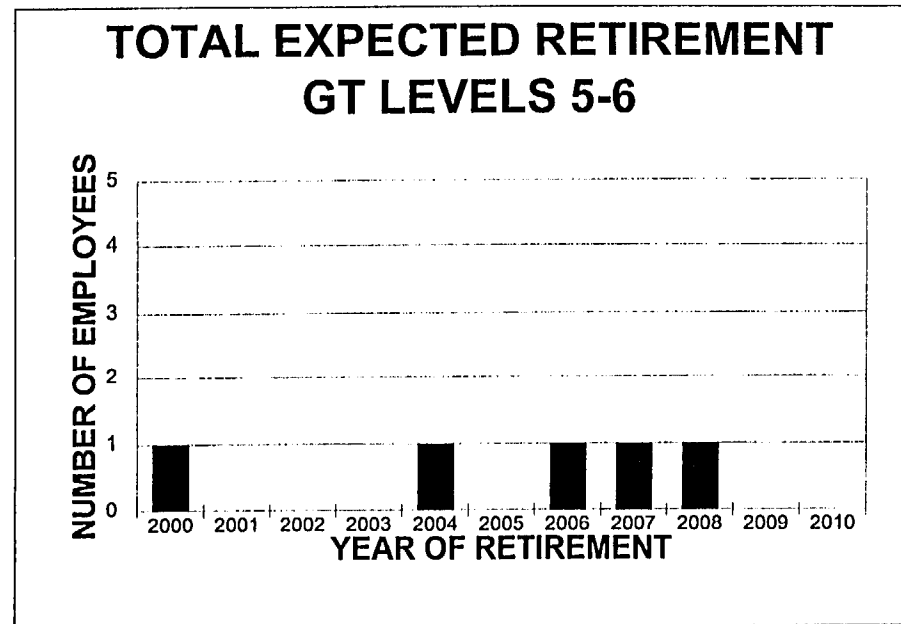
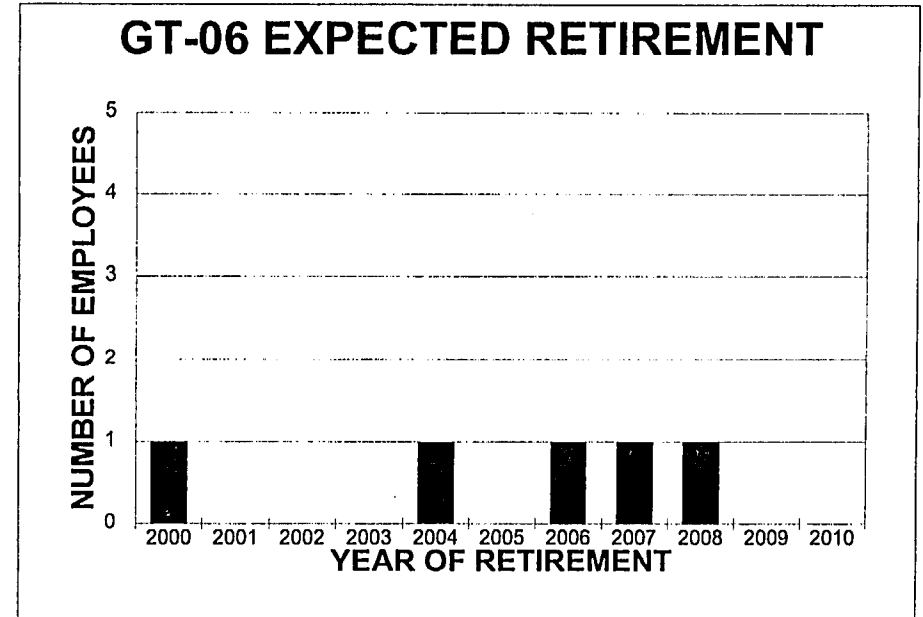
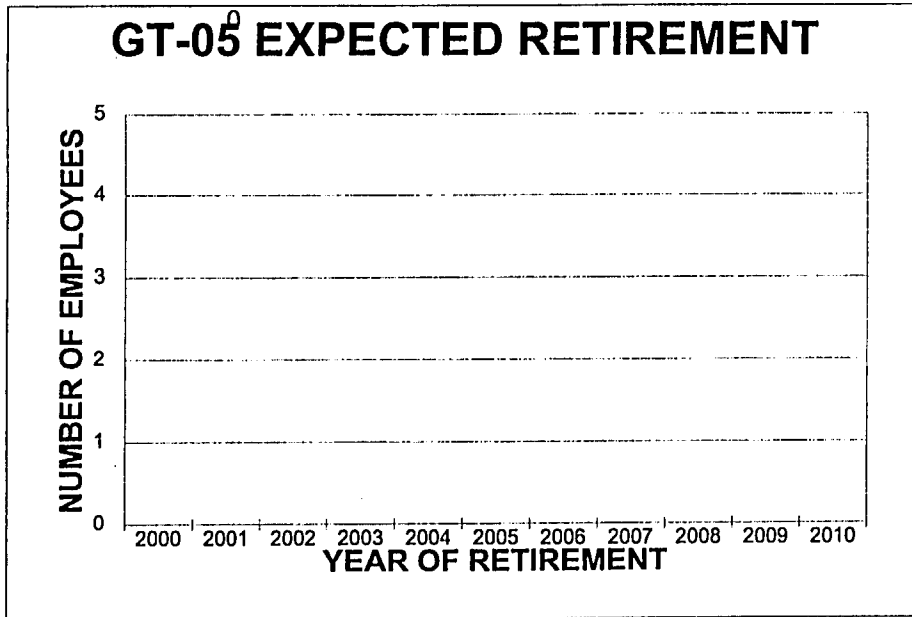
GT-06 AGE BREAKDOWN



TOTAL AGE BREAKDOWN GT LEVELS 5-6



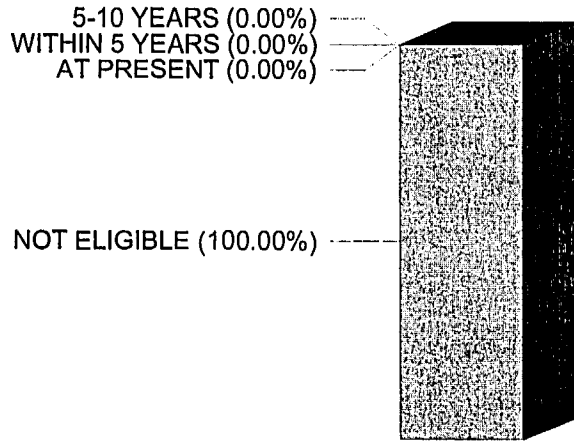
NON-ROTATIONAL GENERAL TECHNICAL PERSONNEL (GT) LEVELS 5-6 EXPECTED RETIREMENT*



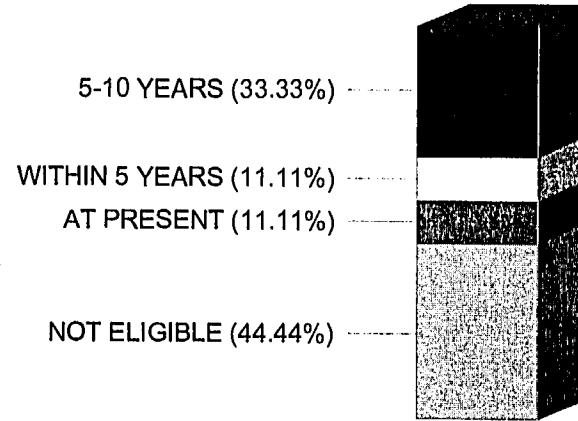
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL GT RETIREMENT POTENTIAL TIME RANGES*

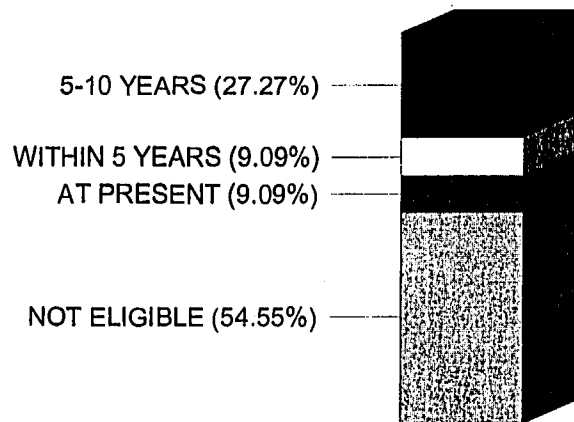
GT-05



GT-06



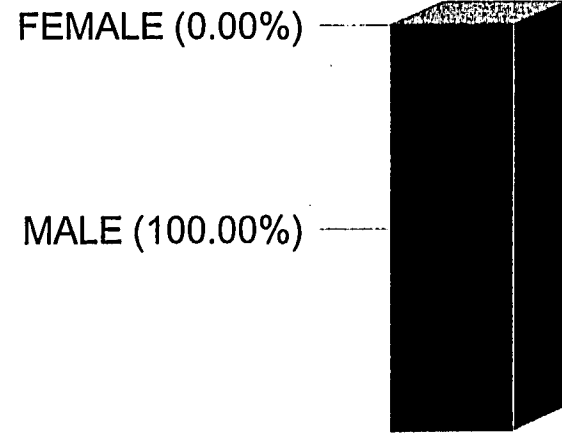
TOTAL



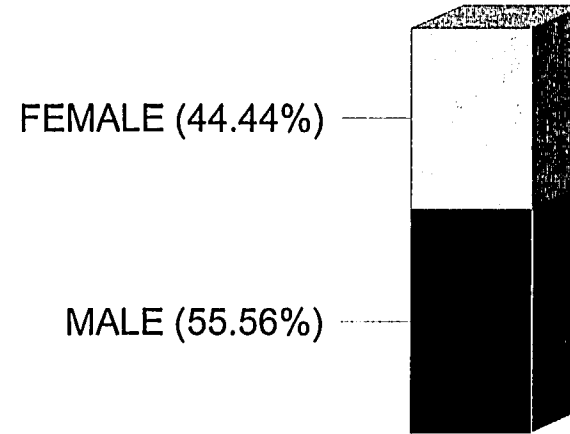
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL GT GENDER DISTRIBUTION

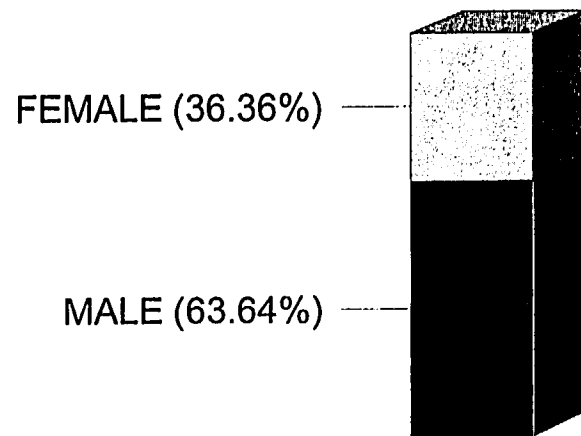
GT-05



GT-06

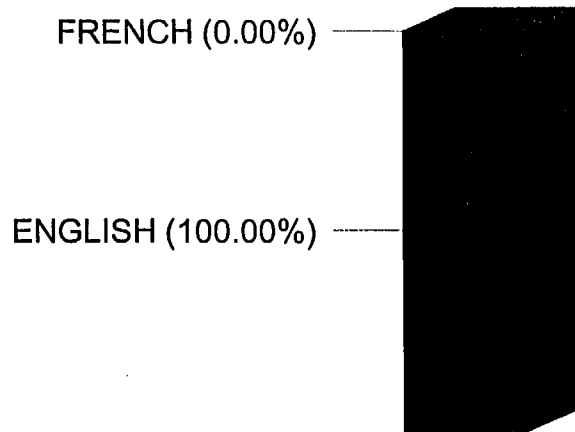


TOTAL

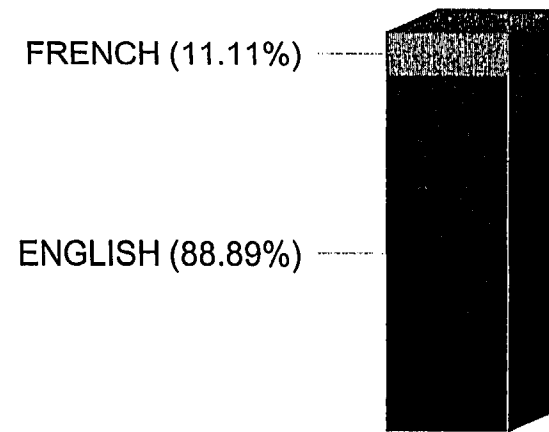


NON-ROTATIONAL GT LINGUISTIC DISTRIBUTION

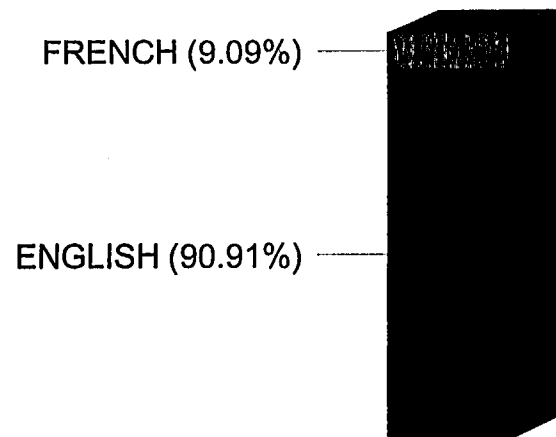
GT-05



GT-06



TOTAL



SUMMARY OF NON-ROTATIONAL GENERAL TECHNICAL PERSONNEL (GT) LEVELS 5-6

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
GT-05	2	0	2
GT-06	8	1	9
TOTAL	10	1	11

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
GT-05	0%	0%	0%	50%	0%	0%	50%	0%	0%	0%	2
GT-06	0%	0%	11%	0%	11%	0%	22%	33%	22%	0%	9
TOTAL	0%	0%	9%	9%	9%	0%	27%	27%	18%	0%	11

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
GT-05	100%	0%	0%	0%	2
GT-06	44%	11%	11%	33%	9
TOTAL	55%	9%	9%	27%	11

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
GT-05	50%	0%	50%	0%	0%	0%	2
GT-06	33%	22%	11%	22%	11%	0%	9
TOTAL	36%	18%	18%	18%	9%	0%	11

GENDER DISTRUBUTION

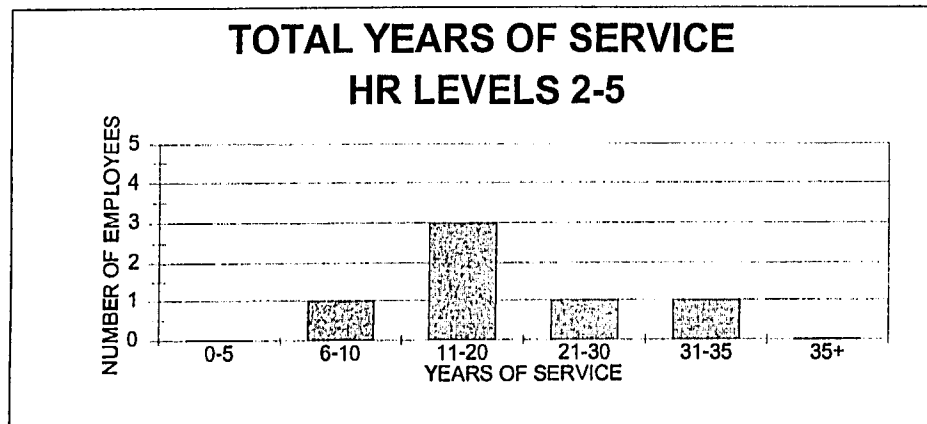
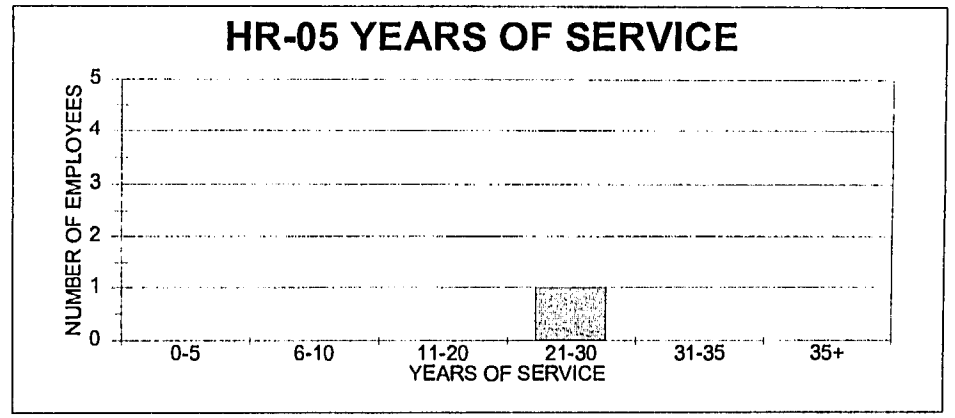
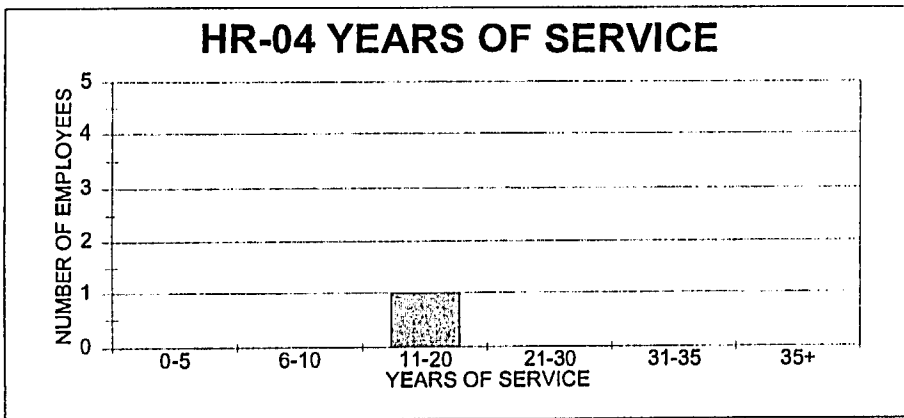
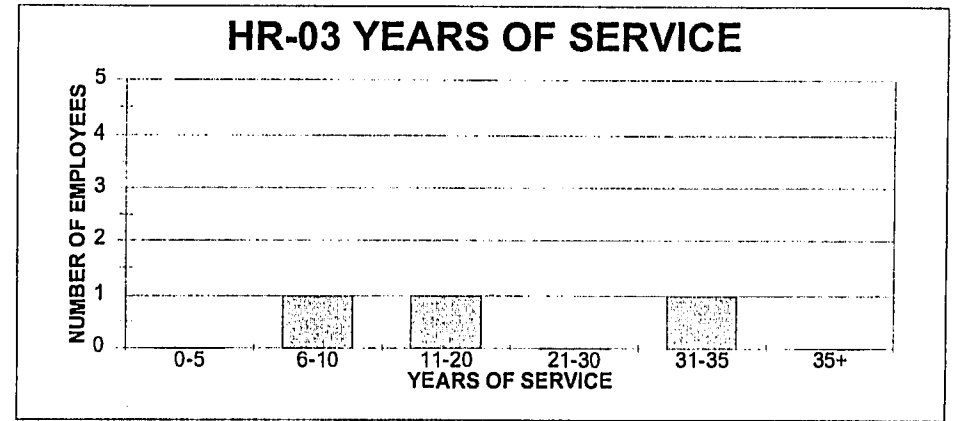
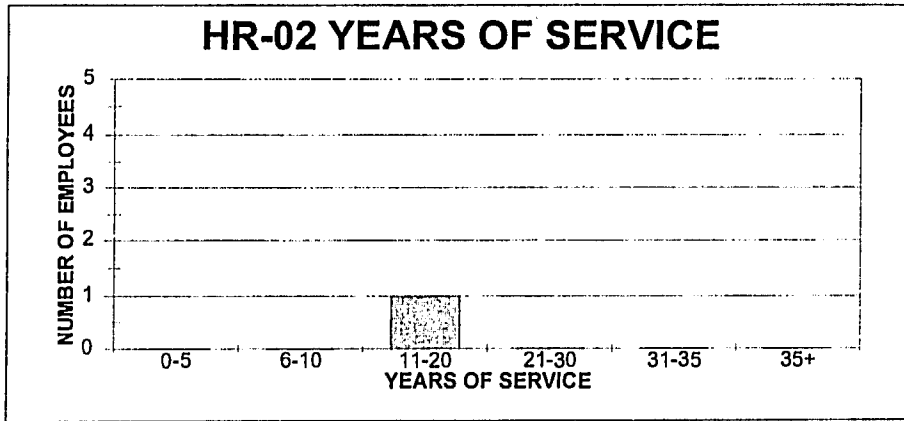
LEVEL	MALE	FEMALE	TOTAL
GT-05	2	0	2
GT-06	5	4	9
TOTAL	7	4	11

EXPECTED RETIREMENT BREAKDOWN*

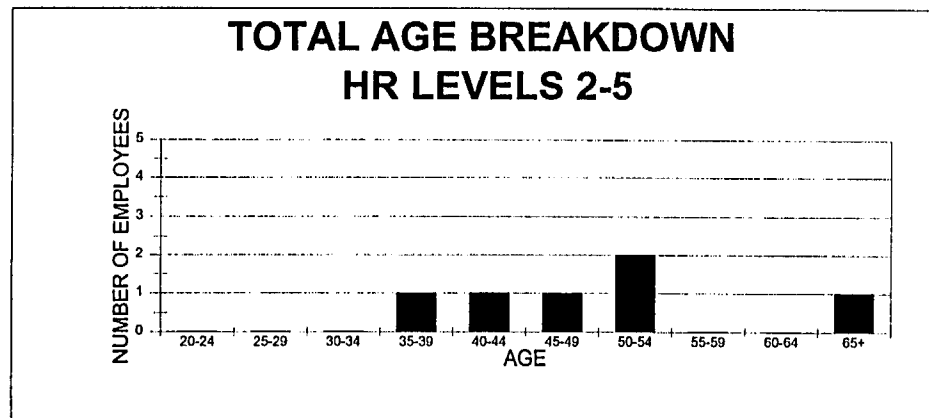
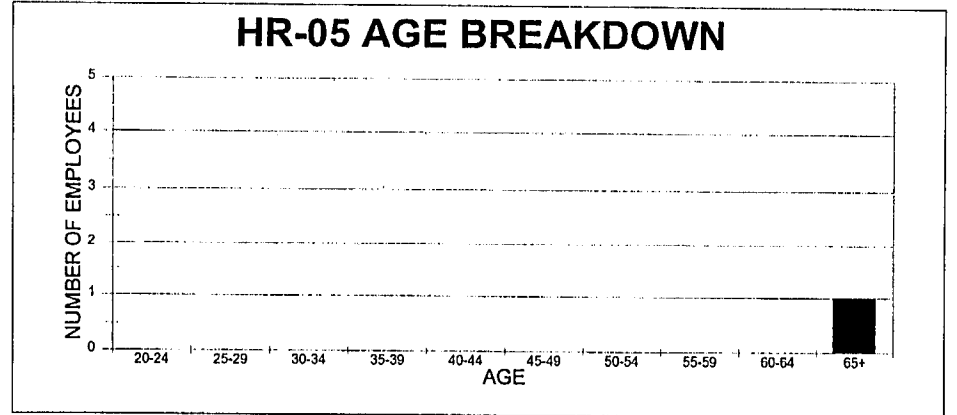
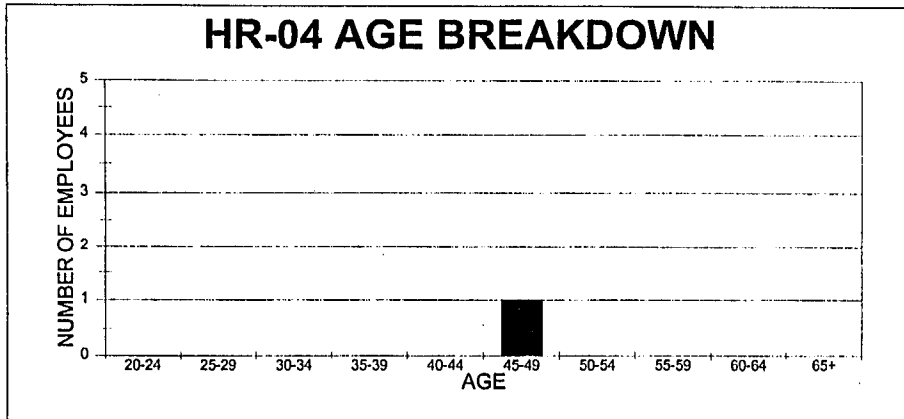
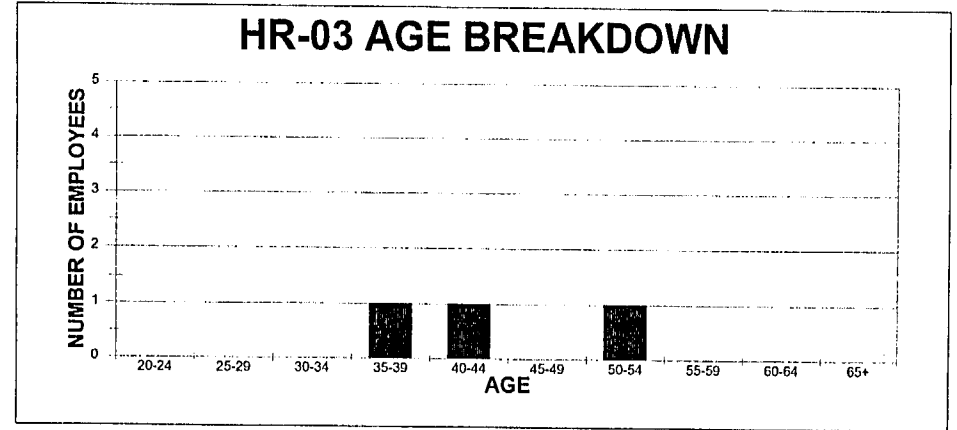
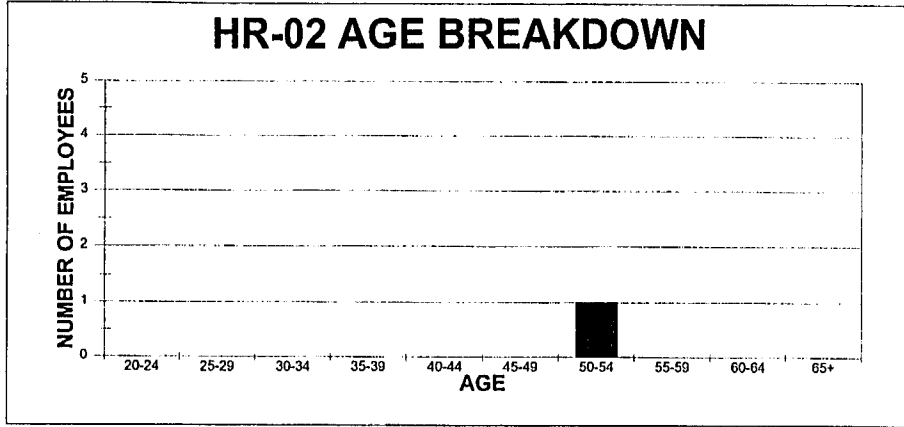
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
GT-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
GT-06	1	11%	0	0%	0	0%	0	0%	1	13%	0	0%	1	14%	1	17%	1	20%	0	0%	0	0%
TOTAL	1	9%	0	0%	0	0%	0	0%	1	10%	0	0%	1	11%	1	13%	1	14%	0	0%	0	0%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

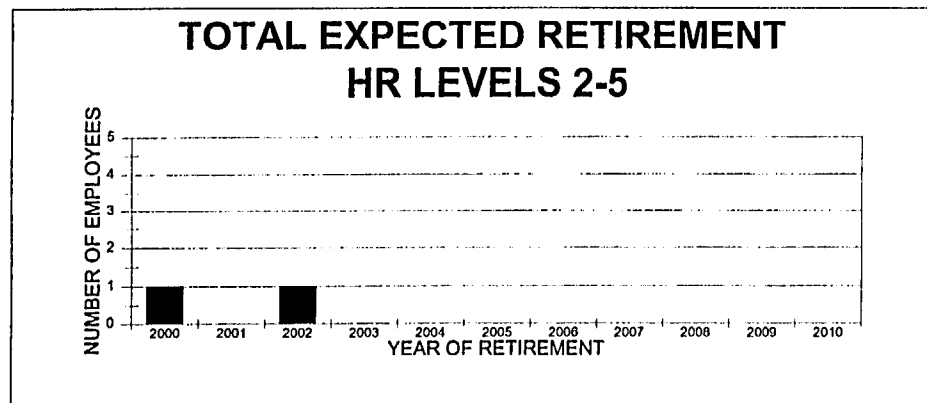
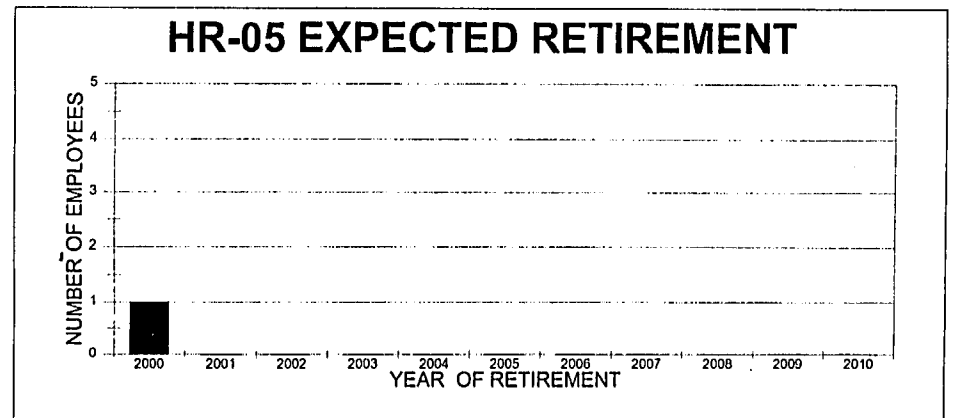
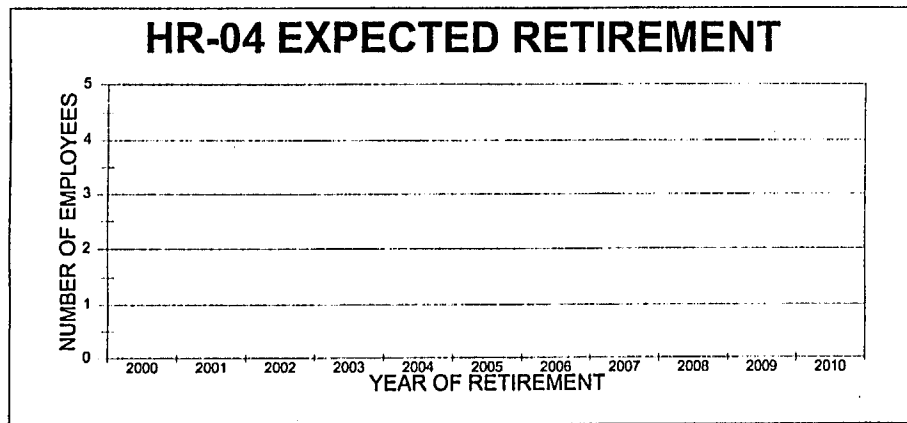
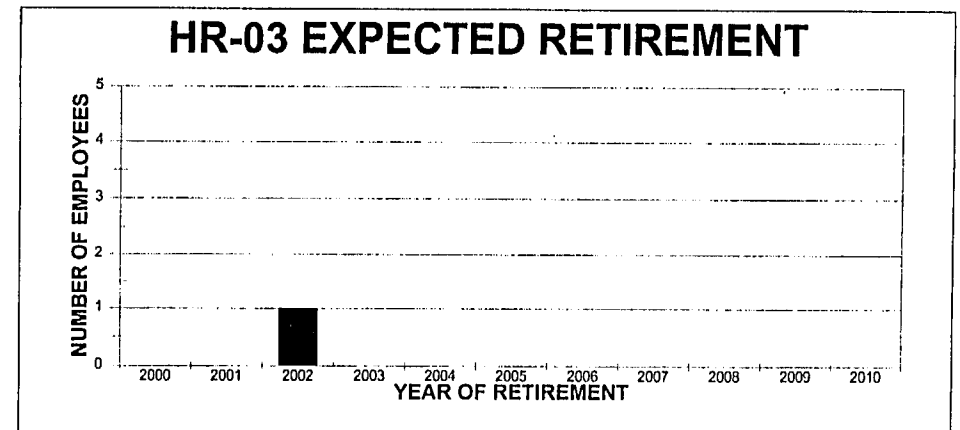
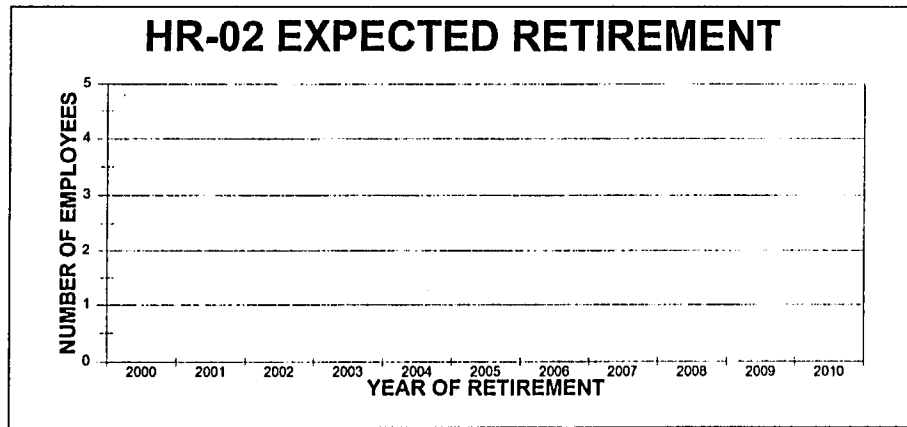
NON-ROTATIONAL HISTORICAL RESEARCH PERSONNEL (HR) LEVELS 2-5 YEARS OF SERVICE



NON-ROTATIONAL HISTORICAL RESEARCH PERSONNEL (HR) LEVELS 2-5 AGE BREAKDOWN

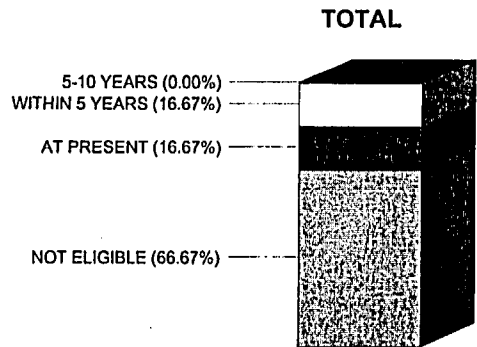
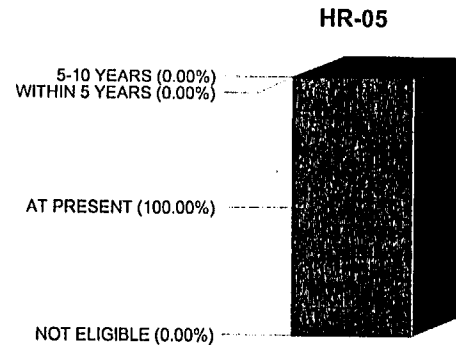
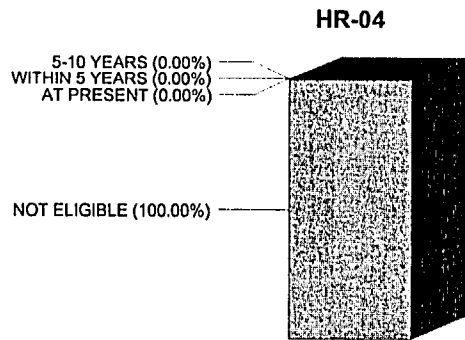
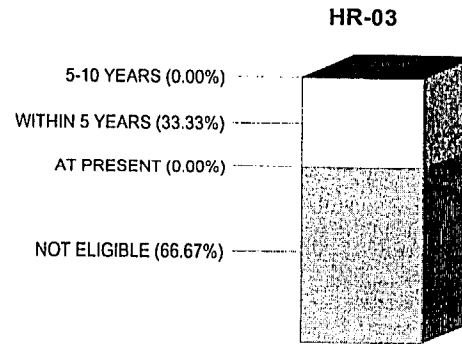
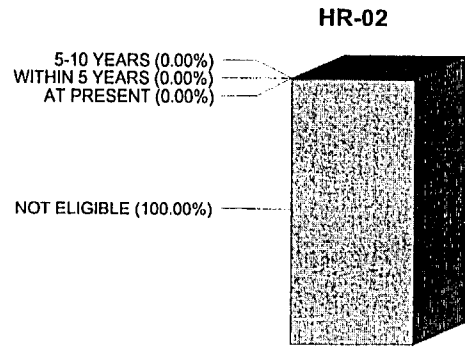


NON-ROTATIONAL HISTORICAL RESEARCH PERSONNEL (HR) LEVELS 2-5 EXPECTED RETIREMENT*



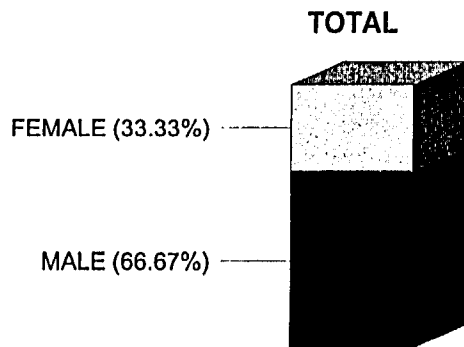
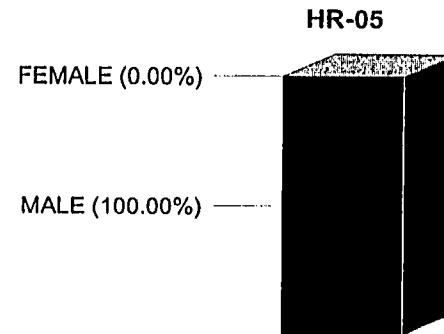
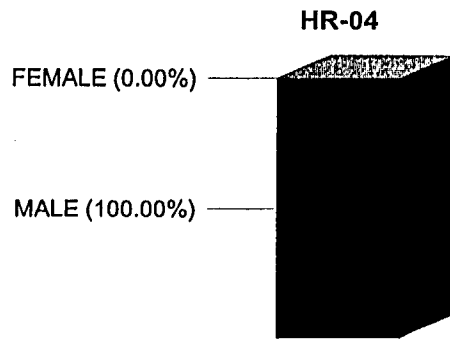
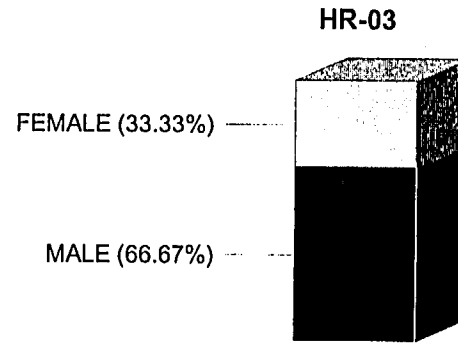
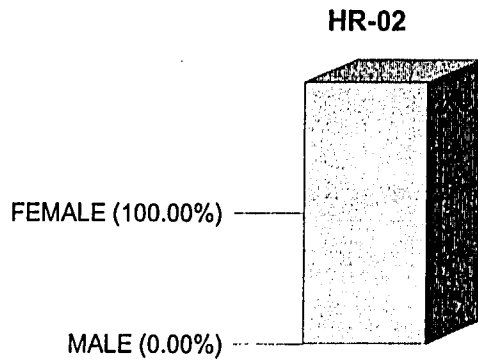
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL HR RETIREMENT POTENTIAL

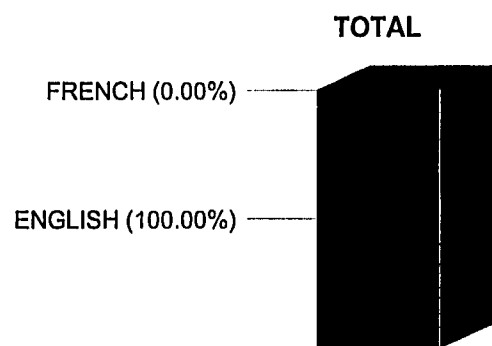
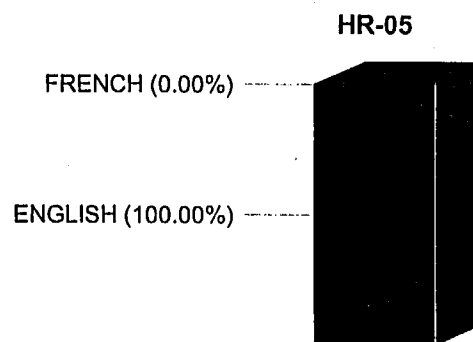
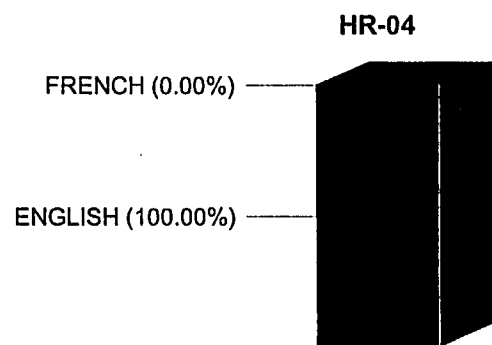
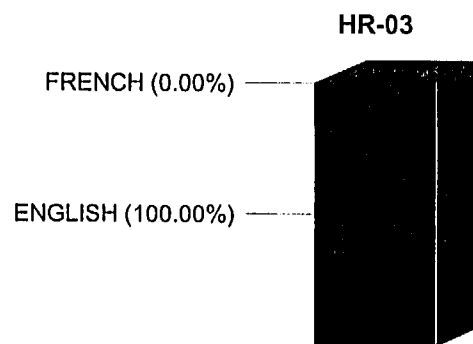
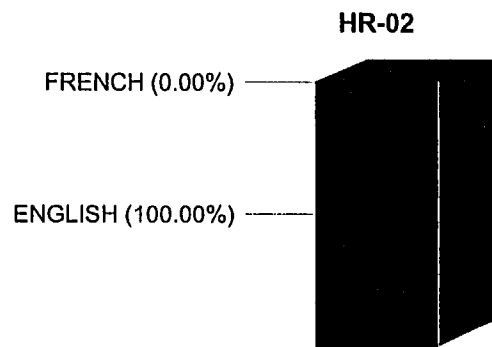


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL HR GENDER DISTRIBUTION



NON-ROTATIONAL HR LINGUISTIC DISTRIBUTION



SUMMARY OF NON-ROTATIONAL HISTORICAL RESEARCH PERSONNEL (HR) LEVELS 2-5

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
HR-02	1	0	1
HR-03	3	0	3
HR-04	1	0	1
HR-05	1	0	1
TOTAL	6	0	6

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
HR-02	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	1
HR-03	0%	0%	0%	33%	33%	0%	33%	0%	0%	0%	3
HR-04	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	1
HR-05	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	1
TOTAL	0%	0%	0%	17%	17%	17%	33%	0%	0%	17%	6

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
HR-02	100%	0%	0%	0%	1
HR-03	67%	0%	33%	0%	3
HR-04	100%	0%	0%	0%	1
HR-05	0%	100%	0%	0%	1
TOTAL	67%	17%	16%	0%	6

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
HR-02	0%	0%	100%	0%	0%	0%	1
HR-03	0%	33%	33%	0%	33%	0%	3
HR-04	0%	0%	100%	0%	0%	0%	1
HR-05	0%	0%	0%	100%	0%	0%	1
TOTAL	0%	17%	50%	17%	17%	0%	6

GENDER DISTRIBUTION

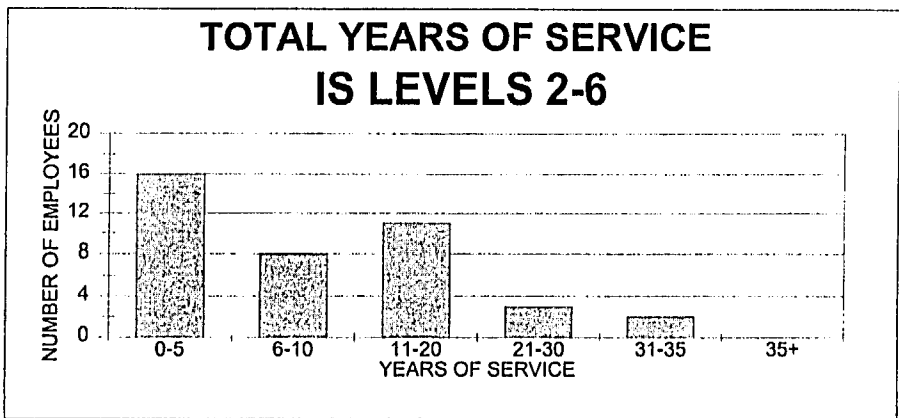
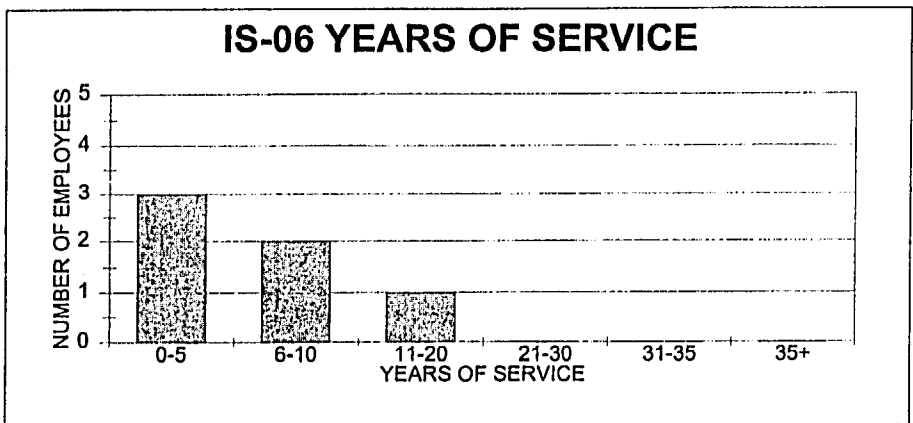
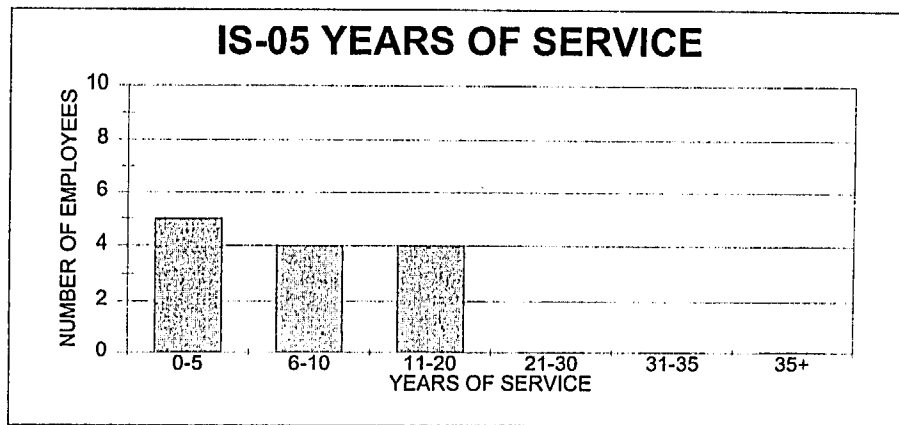
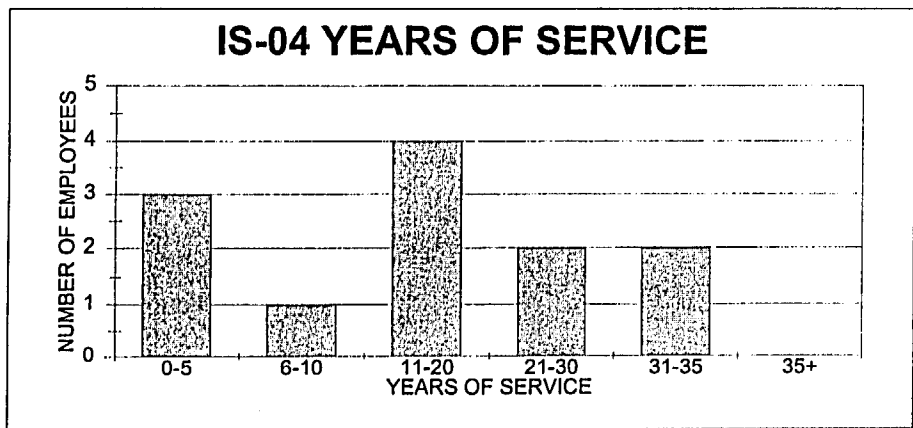
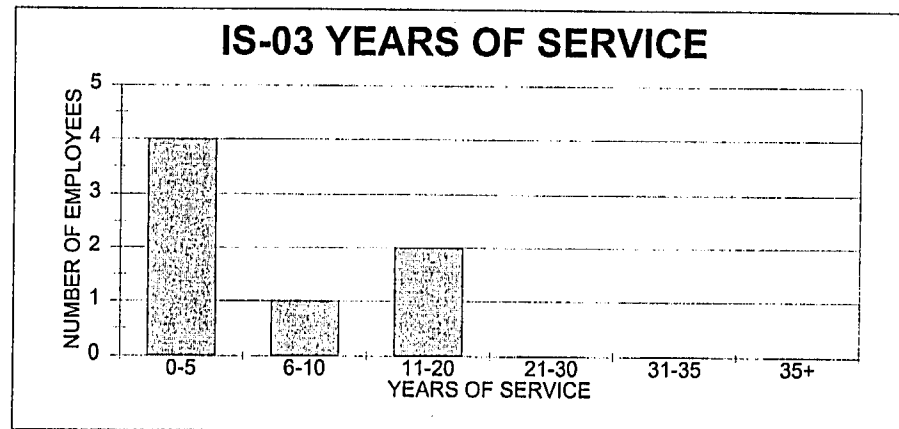
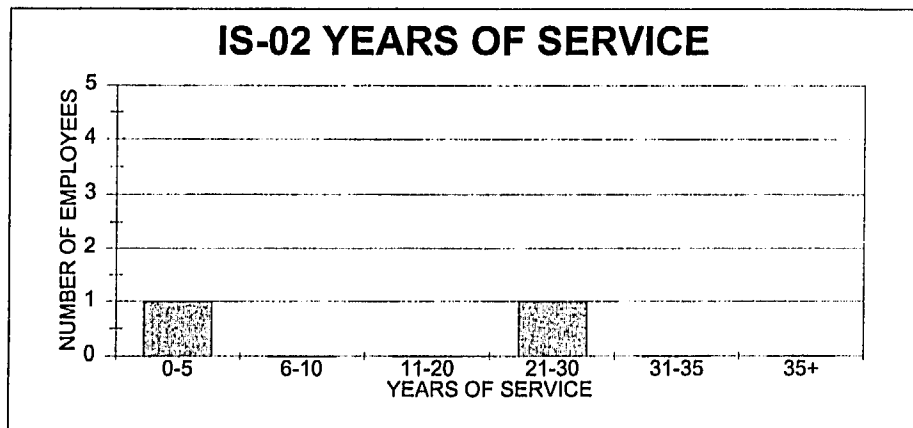
LEVEL	MALE	FEMALE	TOTAL
HR-02	0	1	1
HR-03	2	1	3
HR-04	1	0	1
HR-05	1	0	1
TOTAL	4	2	6

EXPECTED RETIREMENT BREAKDOWN*

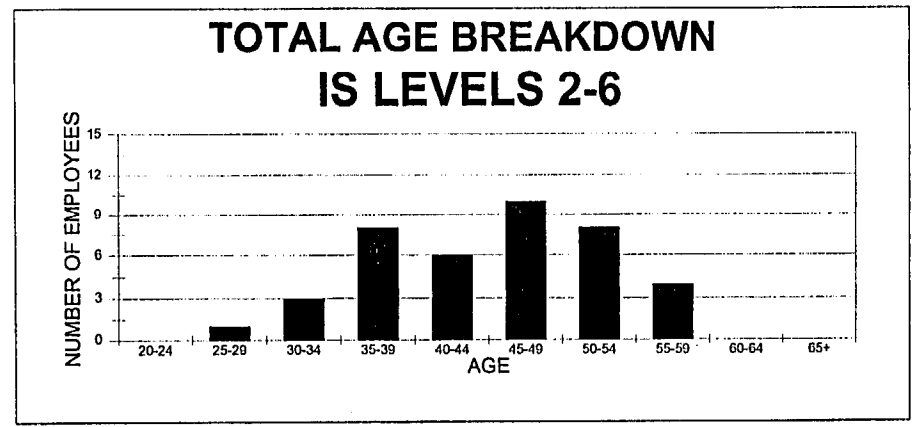
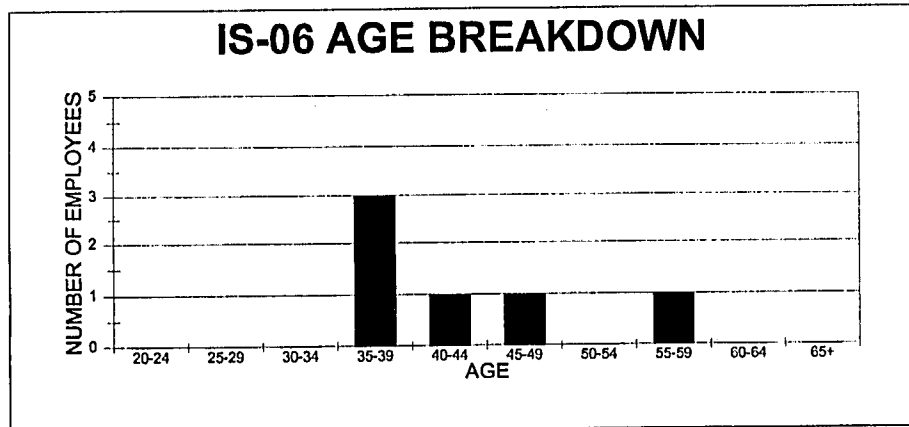
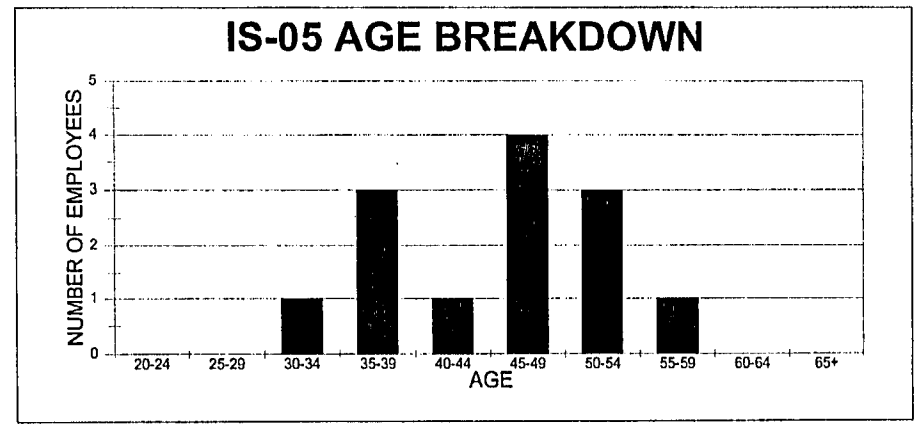
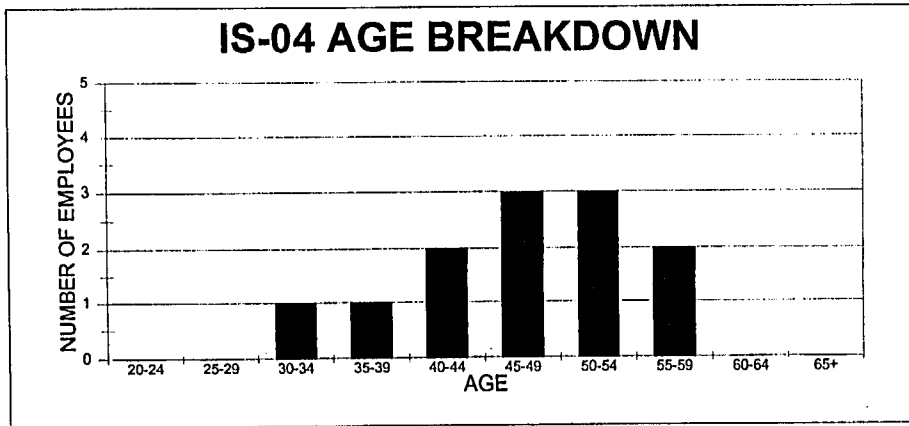
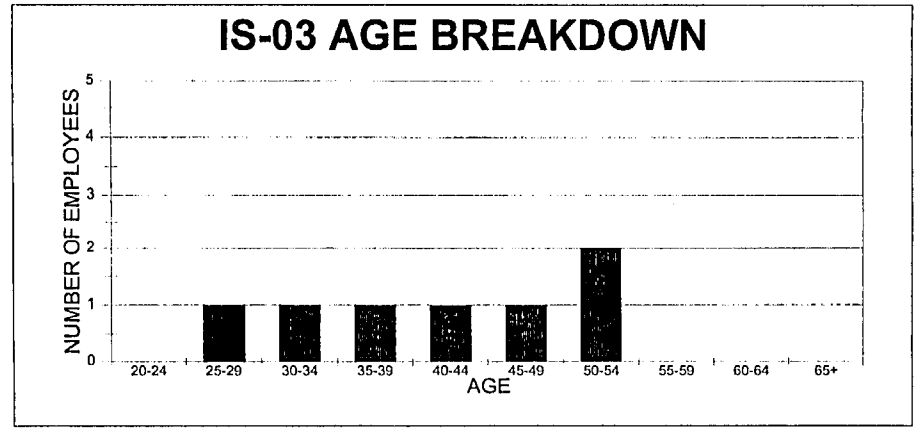
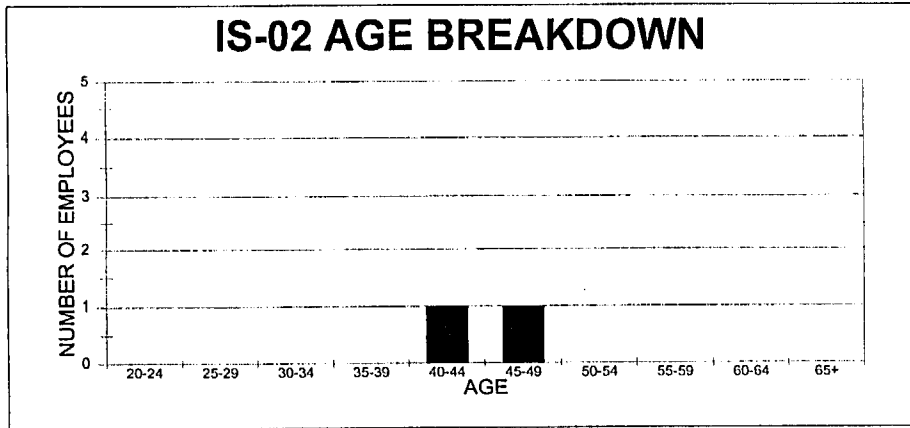
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
HR-02	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
HR-03	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
HR-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
HR-05	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	1	17%	0	0%	1	20%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

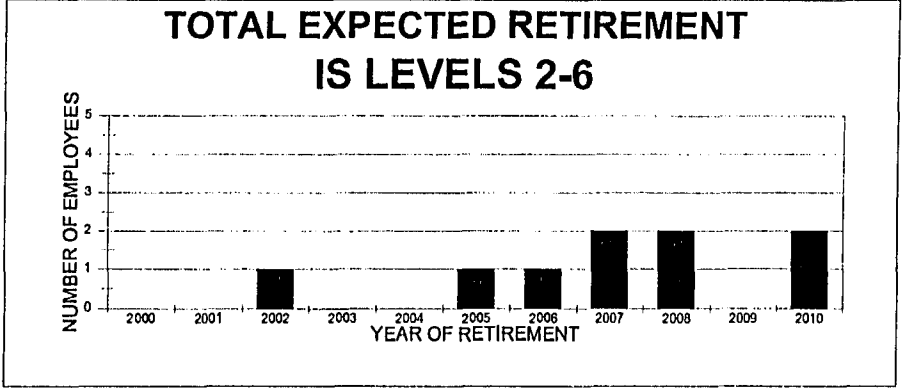
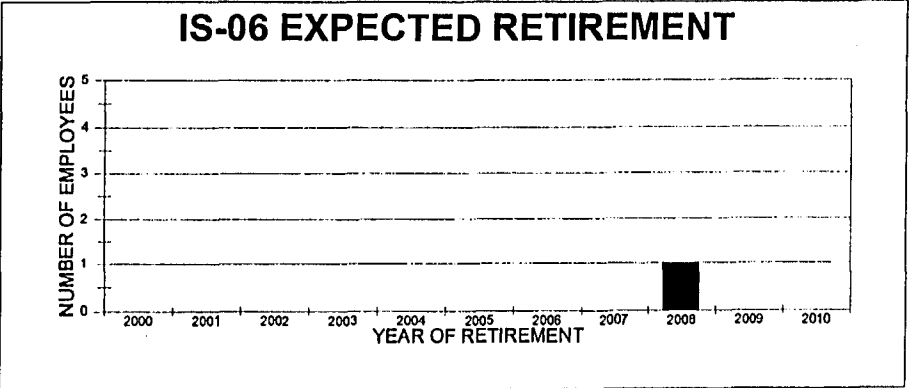
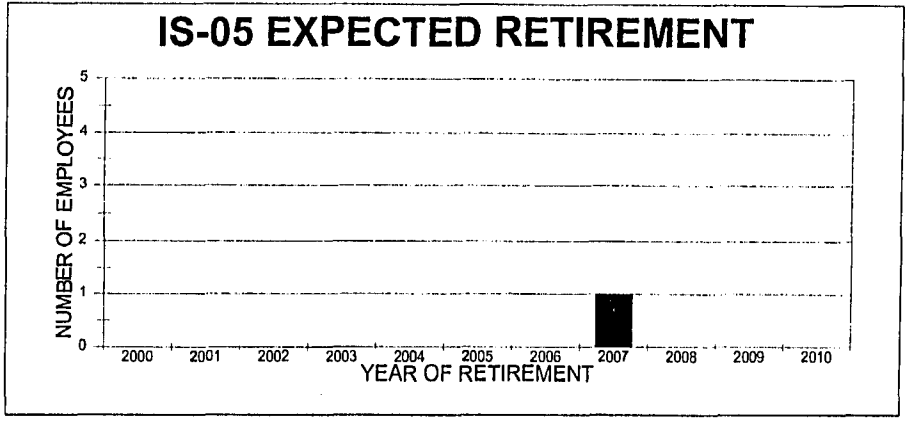
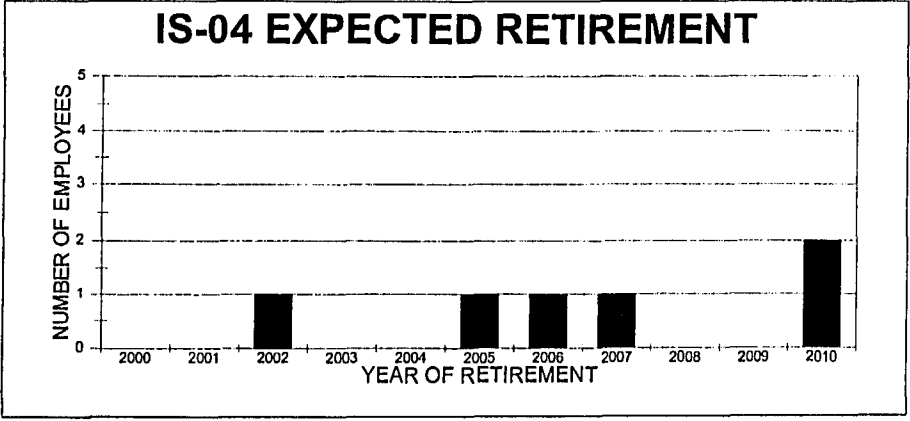
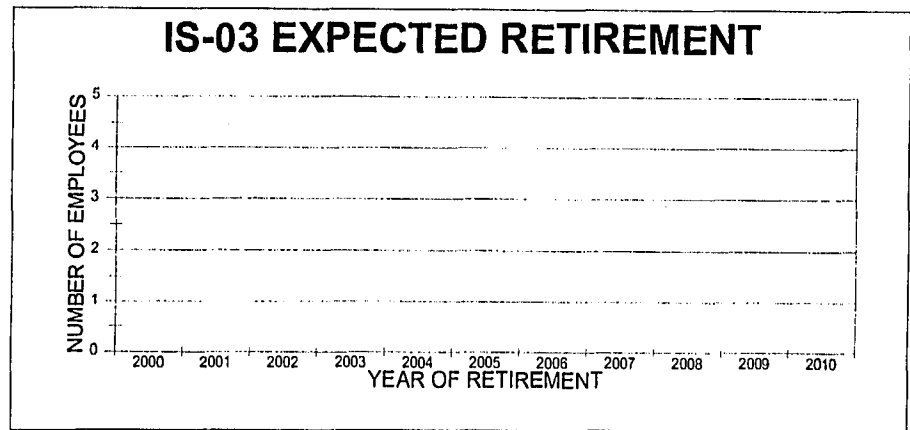
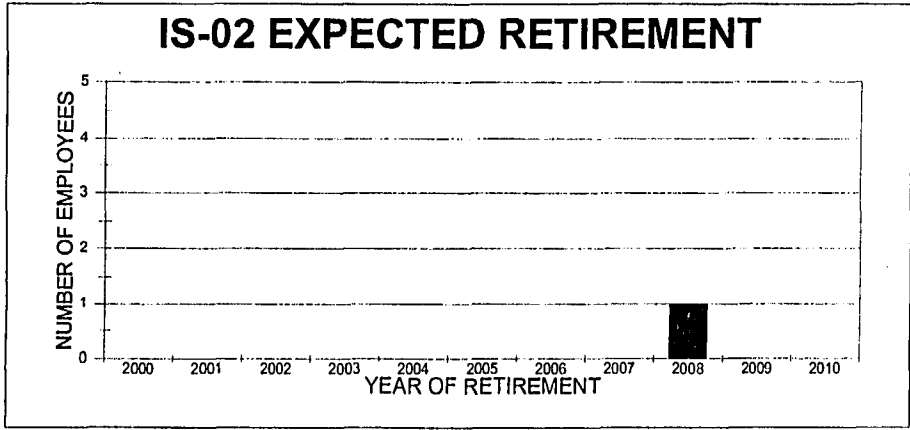
NON-ROTATIONAL INFORMATION SERVICES PERSONNEL (IS) LEVELS 2-6 YEARS OF SERVICE



NON-ROTATIONAL INFORMATION SERVICES PERSONNEL (IS) LEVELS 2-6 AGE BREAKDOWN



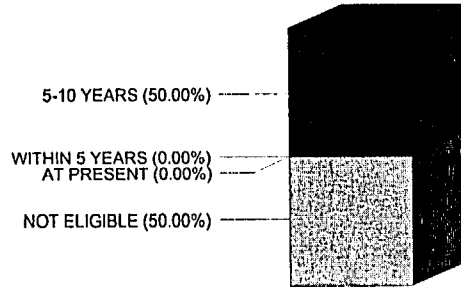
NON-ROTATIONAL INFORMATION SERVICES PERSONNEL (IS) LEVELS 2-6 EXPECTED RETIREMENT*



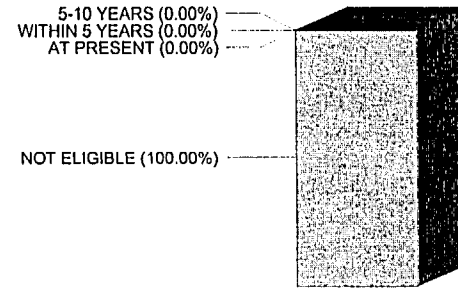
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL IS RETIREMENT POTENTIAL

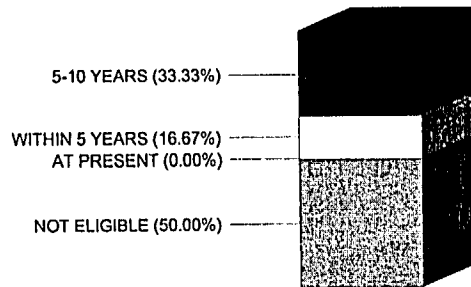
IS-02



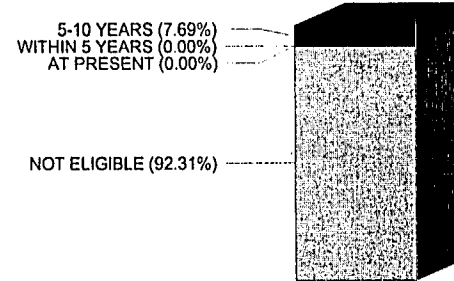
IS-03



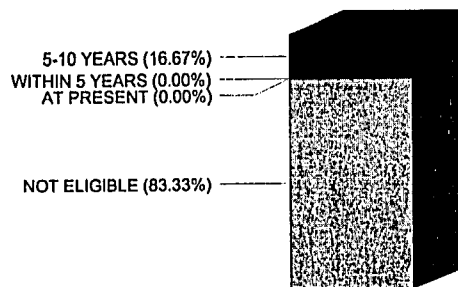
IS-04



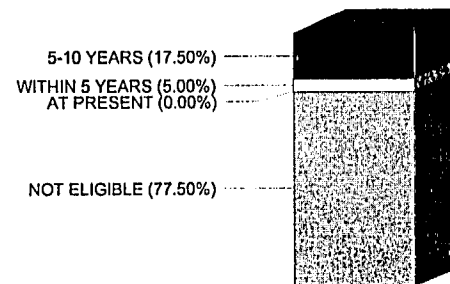
IS-05



IS-06

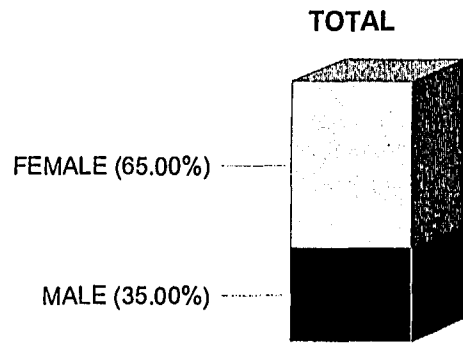
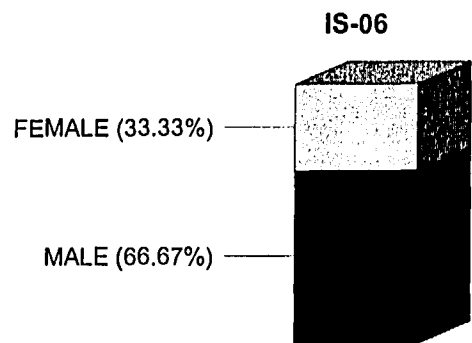
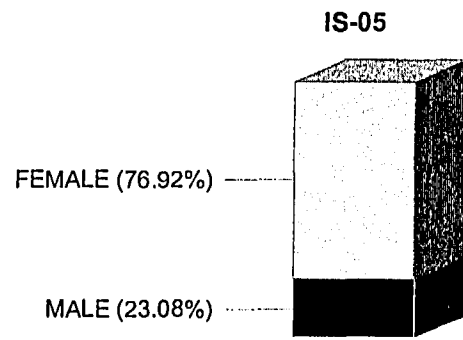
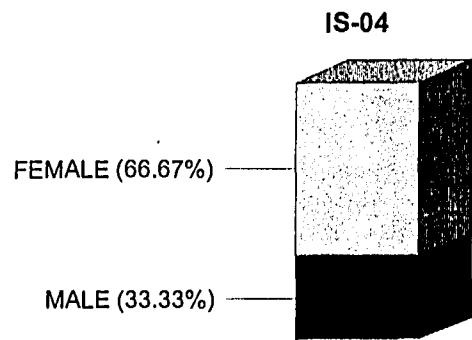
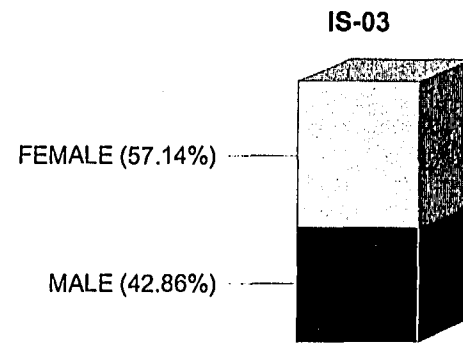
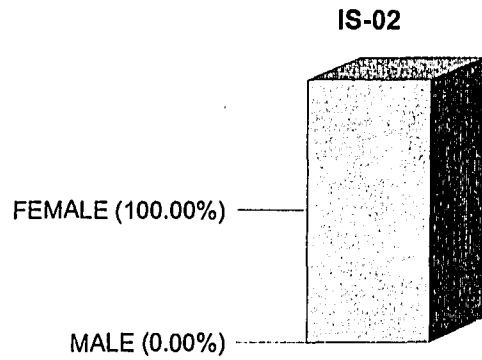


TOTAL

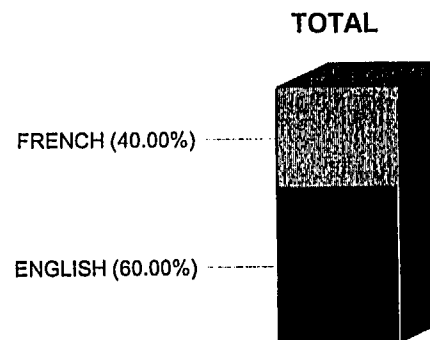
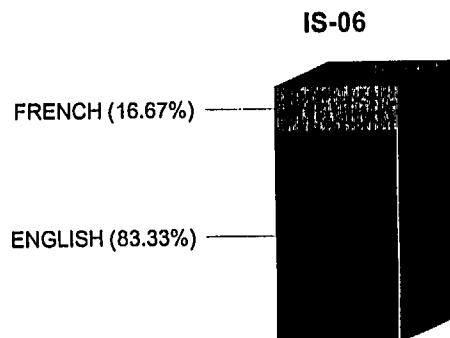
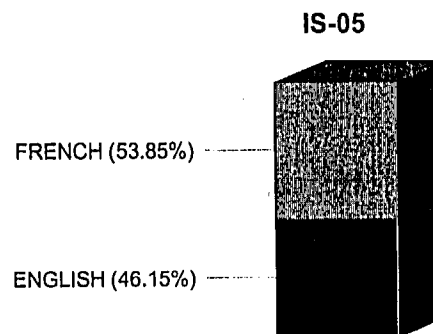
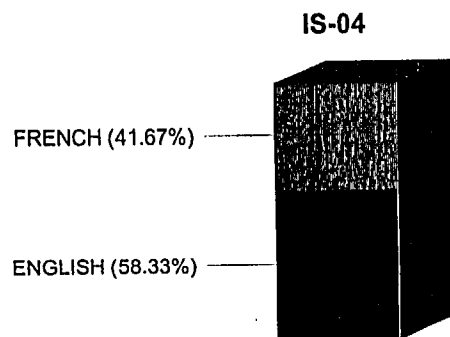
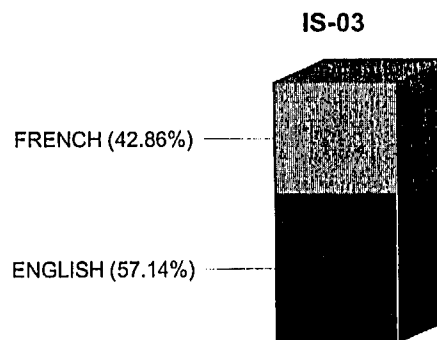
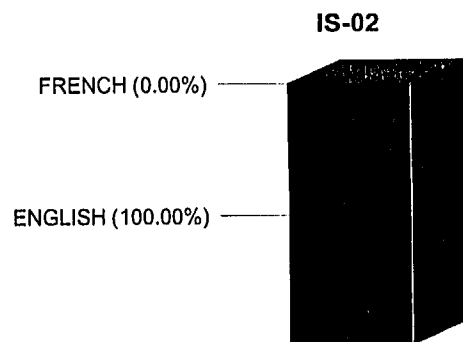


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL IS GENDER DISTRIBUTION



NON-ROTATIONAL IS LINGUISTIC DISTRIBUTION



SUMMARY OF NON-ROTATIONAL INFORMATION SERVICES PERSONNEL (IS) LEVELS 2-6

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
IS-02	2	0	2
IS-03	4	3	7
IS-04	7	5	12
IS-05	6	7	13
IS-06	5	1	6
TOTAL	24	16	40

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
IS-02	0%	0%	0%	0%	50%	50%	0%	0%	0%	0%	2
IS-03	0%	14%	14%	14%	14%	14%	29%	0%	0%	0%	7
IS-04	0%	0%	8%	8%	17%	25%	25%	17%	0%	0%	12
IS-05	0%	0%	8%	23%	8%	31%	23%	8%	0%	0%	13
IS-06	0%	0%	0%	50%	17%	17%	0%	17%	0%	0%	6
TOTAL	0%	3%	8%	20%	15%	25%	20%	10%	0%	0%	40

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
IS-02	50%	0%	0%	50%	2
IS-03	100%	0%	0%	0%	7
IS-04	50%	0%	17%	33%	12
IS-05	92%	0%	0%	8%	13
IS-06	83%	0%	0%	17%	6
TOTAL	78%	0%	5%	18%	40

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
IS-02	50%	0%	0%	50%	0%	0%	2
IS-03	57%	14%	29%	0%	0%	0%	7
IS-04	25%	8%	33%	17%	17%	0%	12
IS-05	38%	31%	31%	0%	0%	0%	13
IS-06	50%	33%	17%	0%	0%	0%	6
TOTAL	40%	20%	28%	8%	5%	0%	40

GENDER DISTRUBUTION

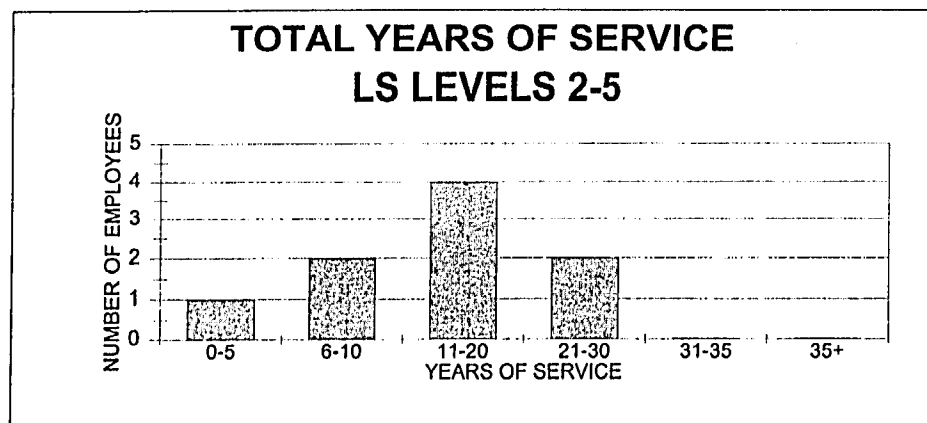
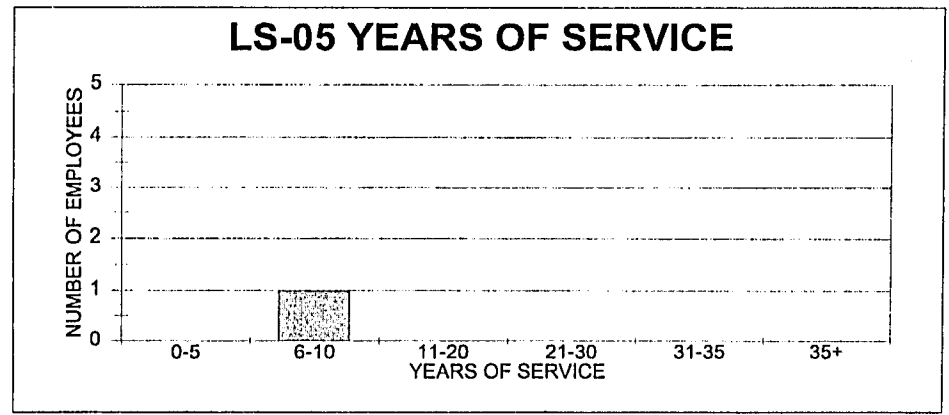
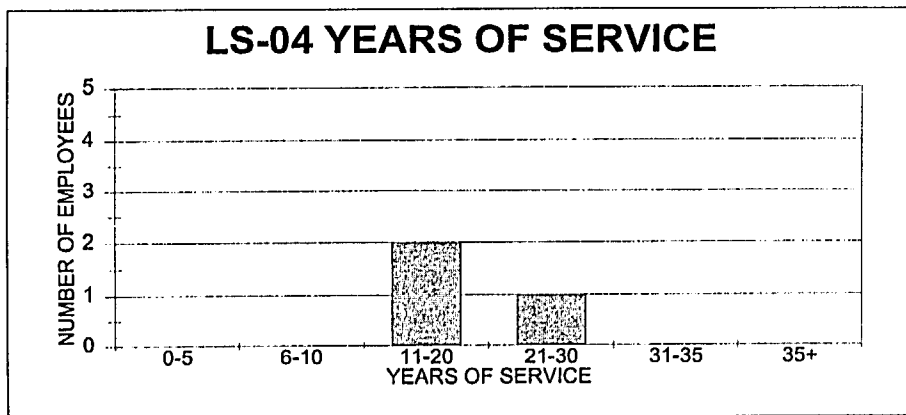
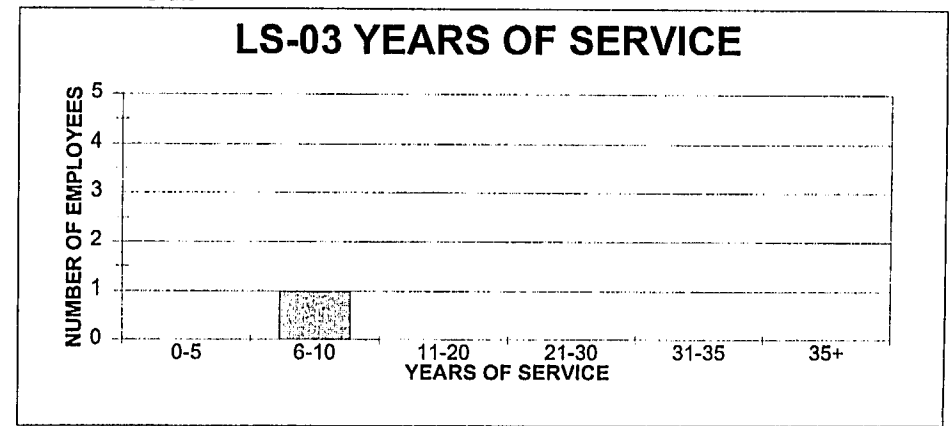
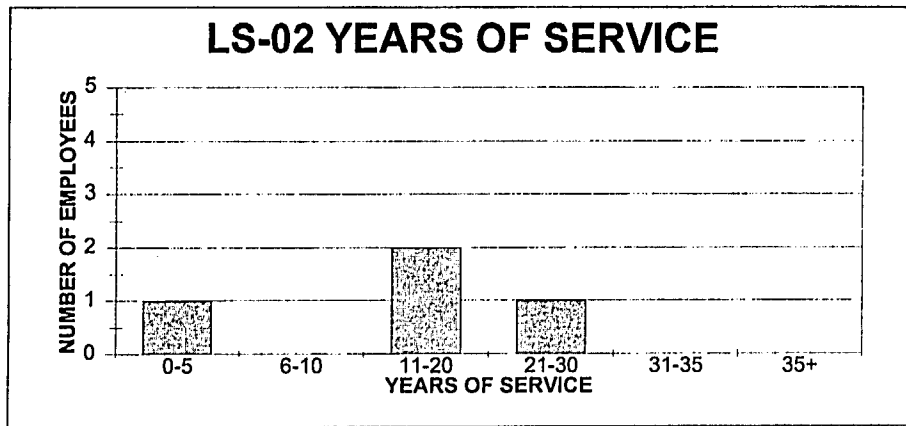
LEVEL	MALE	FEMALE	TOTAL
IS-02	0	2	2
IS-03	3	4	7
IS-04	4	8	12
IS-05	3	10	13
IS-06	4	2	6
TOTAL	14	26	40

EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
IS-02	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	50%	0	0%	0	0%
IS-03	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
IS-04	0	0%	0	0%	1	8%	0	0%	0	0%	1	9%	1	10%	1	11%	0	0%	0	0%	2	25%
IS-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	0	0%
IS-06	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	17%	0	0%	0	0%
TOTAL	0	0%	0	0%	1	3%	0	0%	0	0%	1	3%	1	3%	2	5%	2	6%	0	0%	2	6%

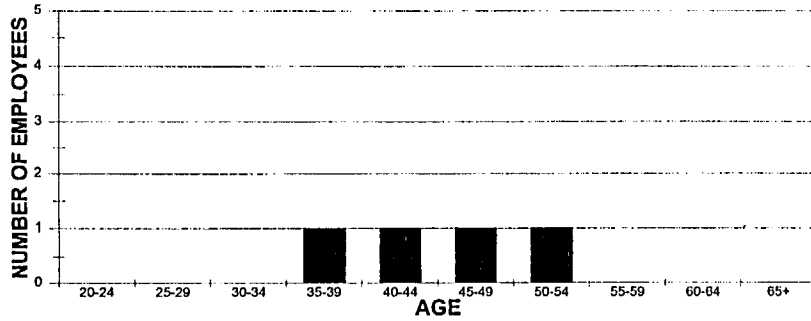
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL LIBRARY SCIENCE PERSONNEL (LS) LEVELS 2-5 YEARS OF SERVICE

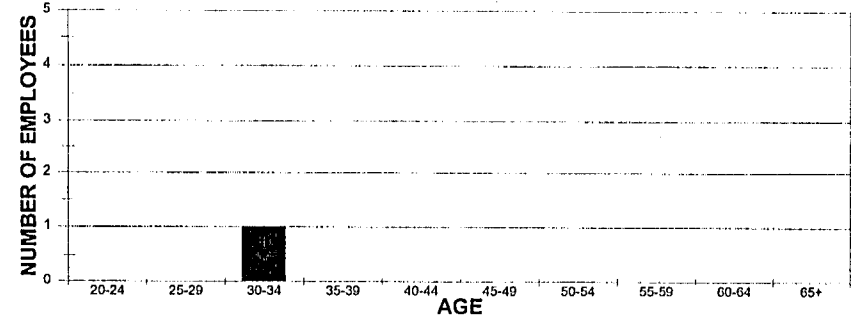


NON-ROTATIONAL LIBRARY SCIENCE PERSONNEL (LS) LEVELS 2-5 AGE BREAKDOWN

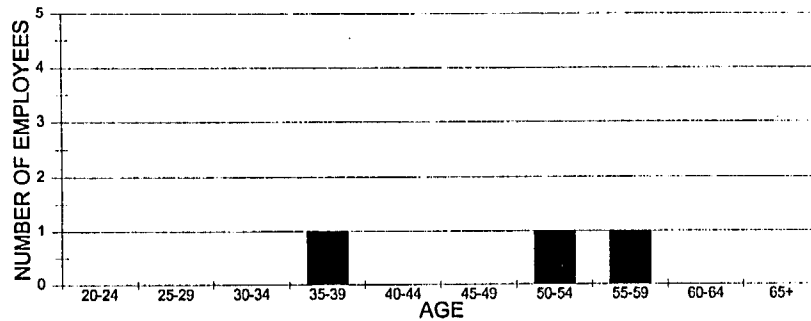
LS-02 AGE BREAKDOWN



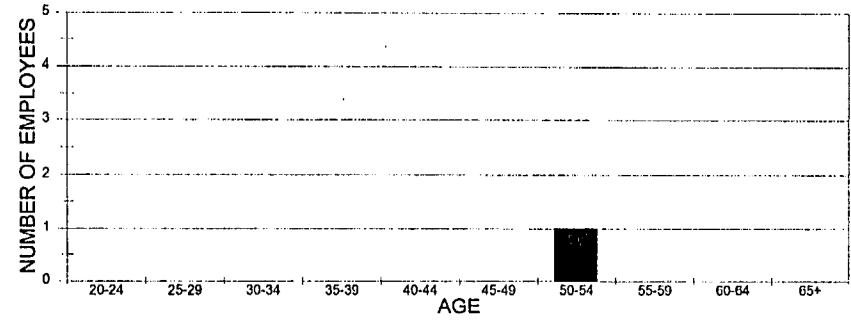
LS-03 AGE BREAKDOWN



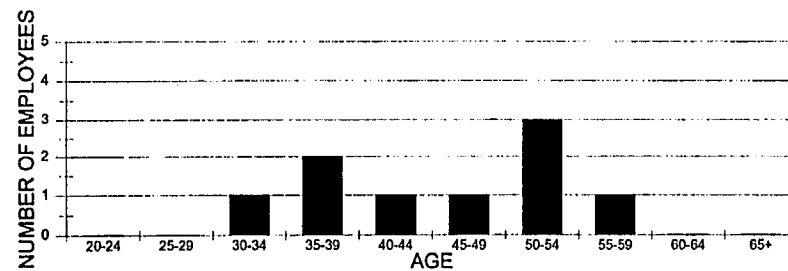
LS-04 AGE BREAKDOWN



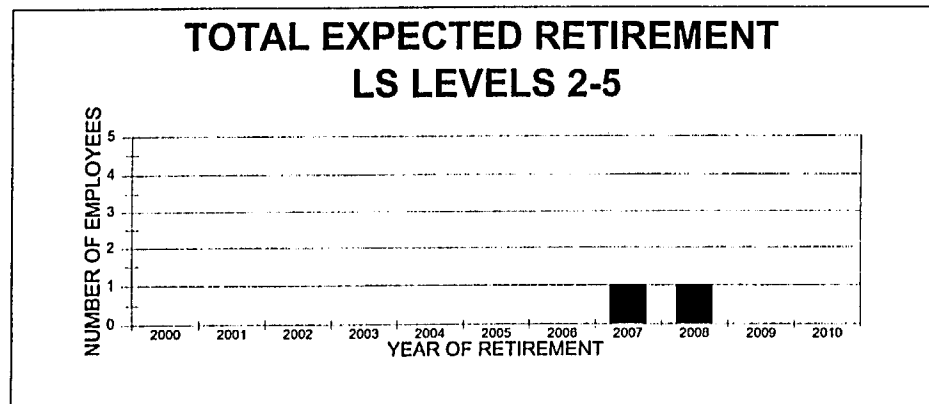
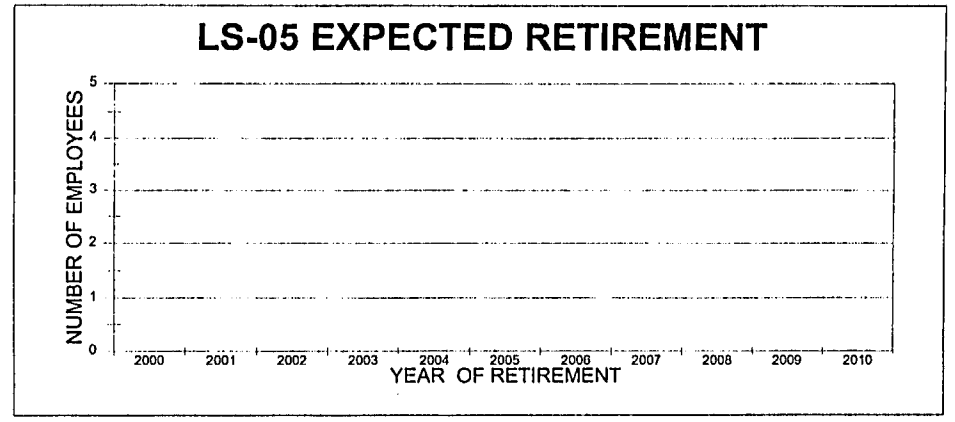
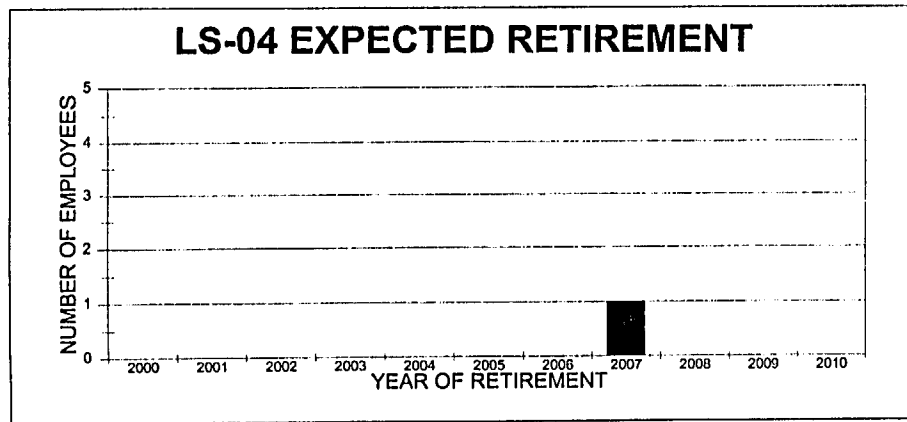
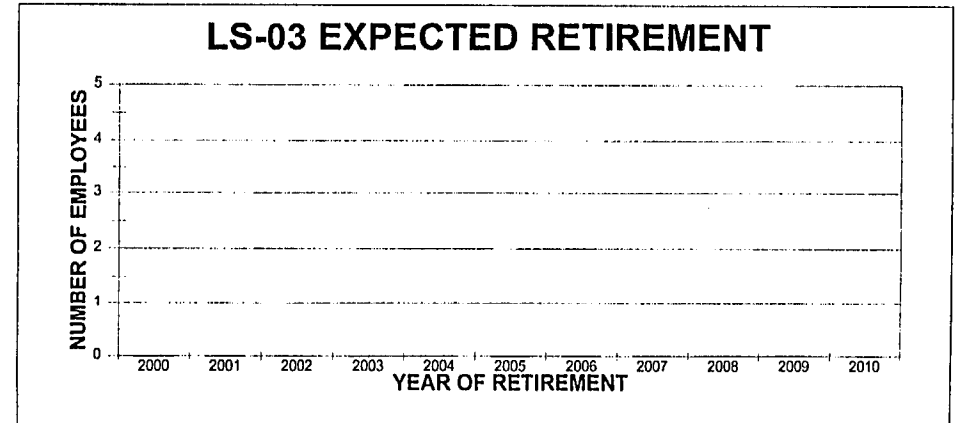
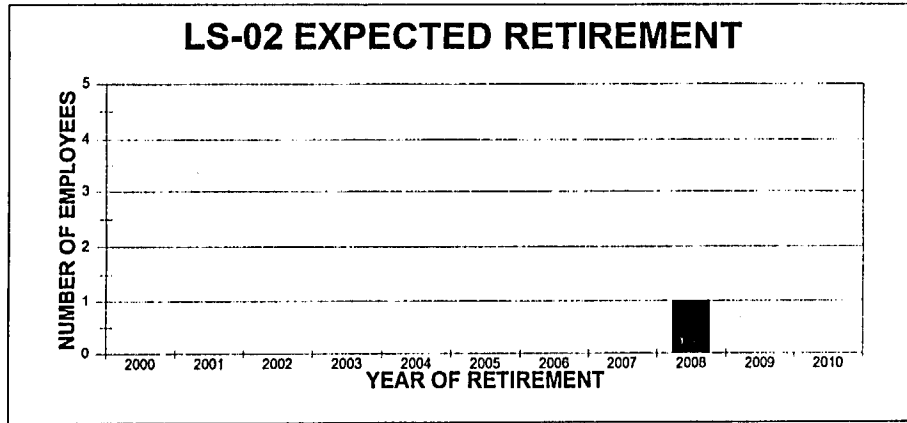
LS-05 AGE BREAKDOWN



TOTAL AGE BREAKDOWN LS LEVELS 2-5

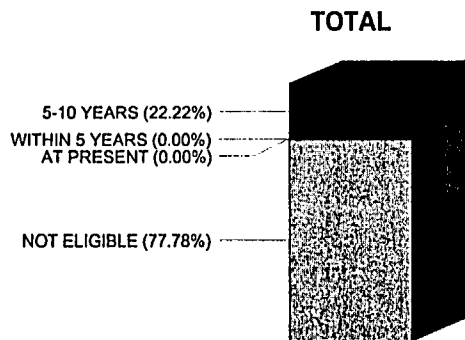
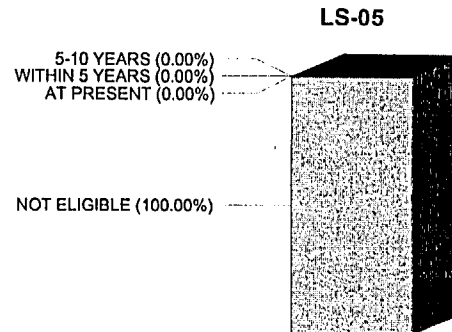
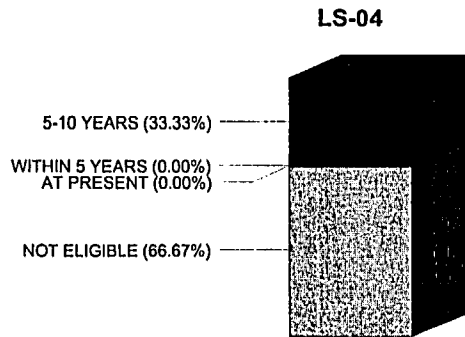
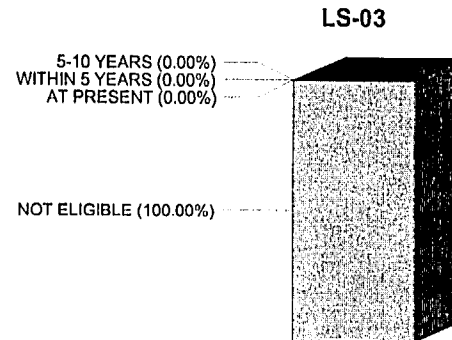
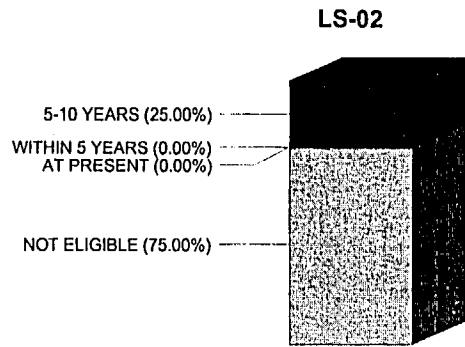


NON-ROTATIONAL LIBRARY SCIENCE PERSONNEL (LS) LEVELS 2-5 EXPECTED RETIREMENT*



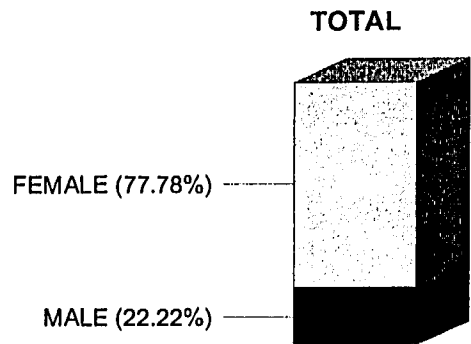
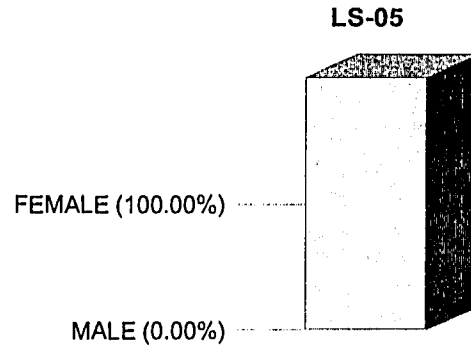
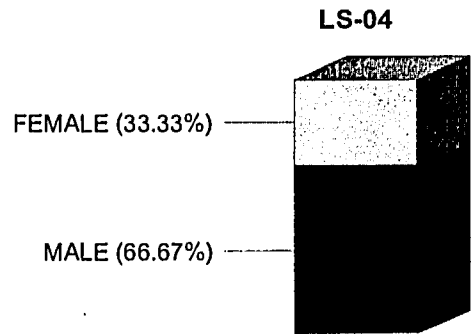
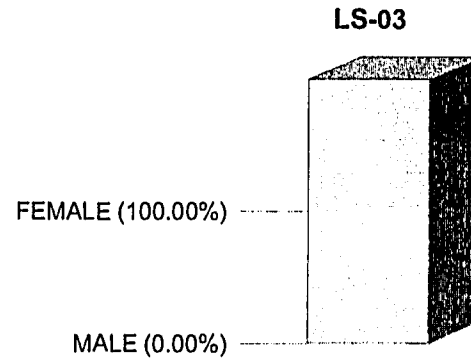
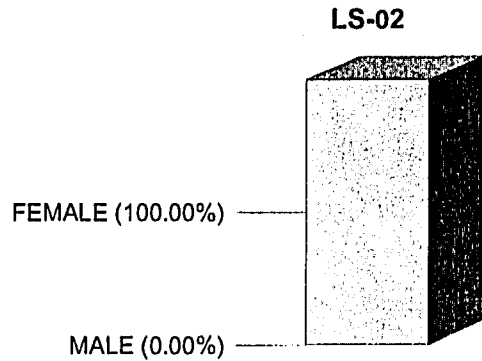
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL LS RETIREMENT POTENTIAL TIME RANGES*



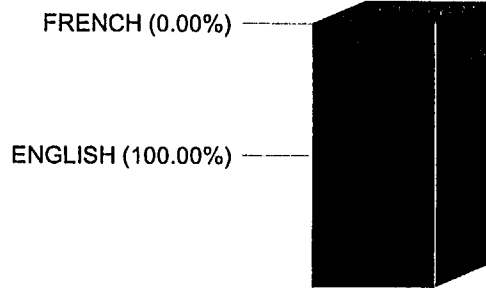
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL LS GENDER DISTRIBUTION

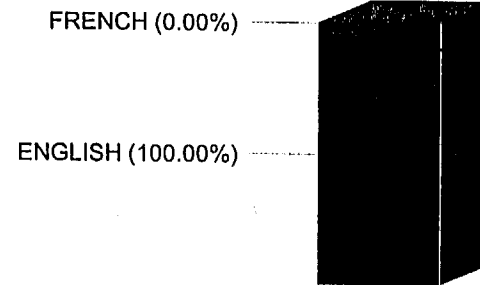


NON-ROTATIONAL LS LINGUISTIC DISTRIBUTION

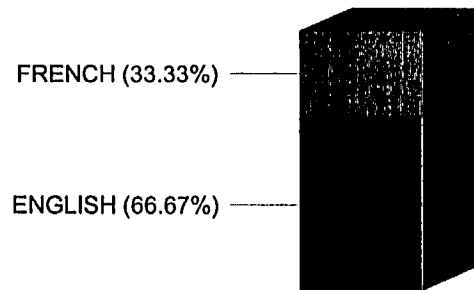
LS-02



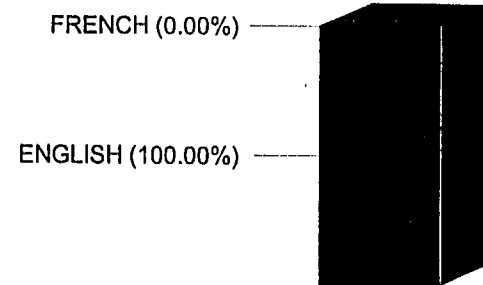
LS-03



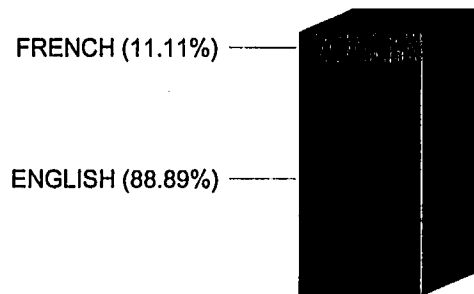
LS-04



LS-05



TOTAL



SUMMARY OF NON-ROTATIONAL LIBRARY SCIENCE PERSONNEL (LS) LEVELS 2-5

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
LS-02	4	0	4
LS-03	1	0	1
LS-04	2	1	3
LS-05	1	0	1
TOTAL	8	1	9

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
LS-02	0%	0%	0%	25%	25%	25%	25%	0%	0%	0%	4
LS-03	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	1
LS-04	0%	0%	0%	33%	0%	0%	33%	33%	0%	0%	3
LS-05	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	1
TOTAL	0%	0%	11%	22%	11%	11%	33%	11%	0%	0%	9

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
LS-02	75%	0%	0%	25%	4
LS-03	100%	0%	0%	0%	1
LS-04	67%	0%	0%	33%	3
LS-05	100%	0%	0%	0%	1
TOTAL	78%	0%	0%	22%	9

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
LS-02	25%	0%	50%	25%	0%	0%	4
LS-03	0%	100%	0%	0%	0%	0%	1
LS-04	0%	0%	67%	33%	0%	0%	3
LS-05	0%	100%	0%	0%	0%	0%	1
TOTAL	11%	22%	44%	22%	0%	0%	9

GENDER DISTRUBUTION

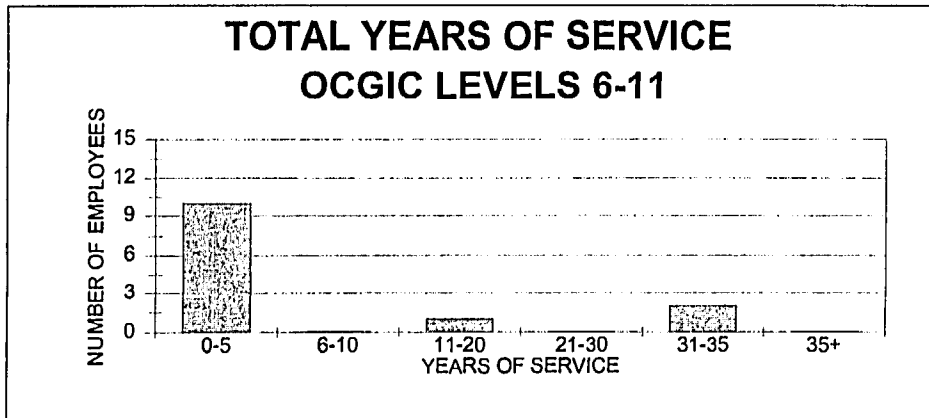
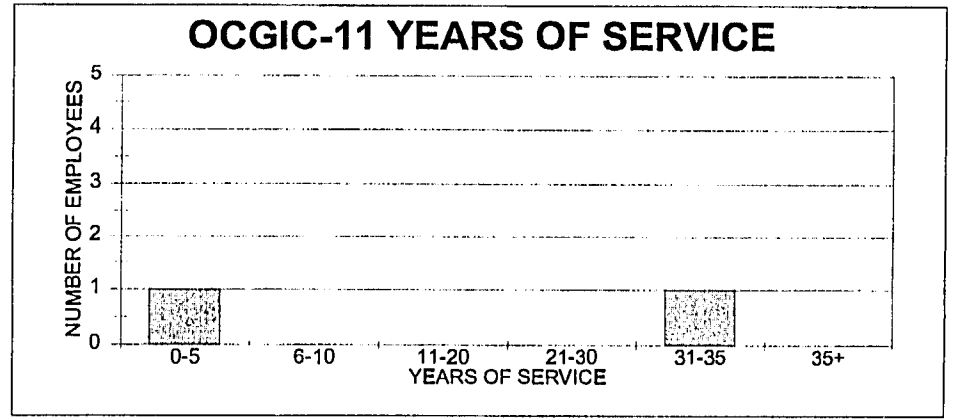
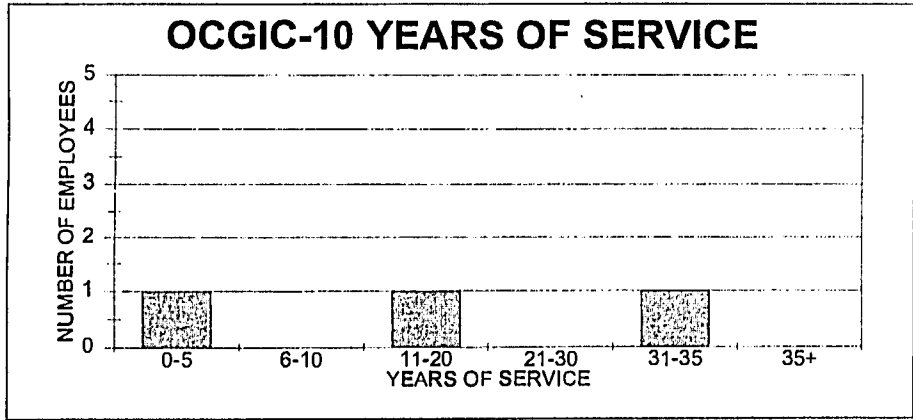
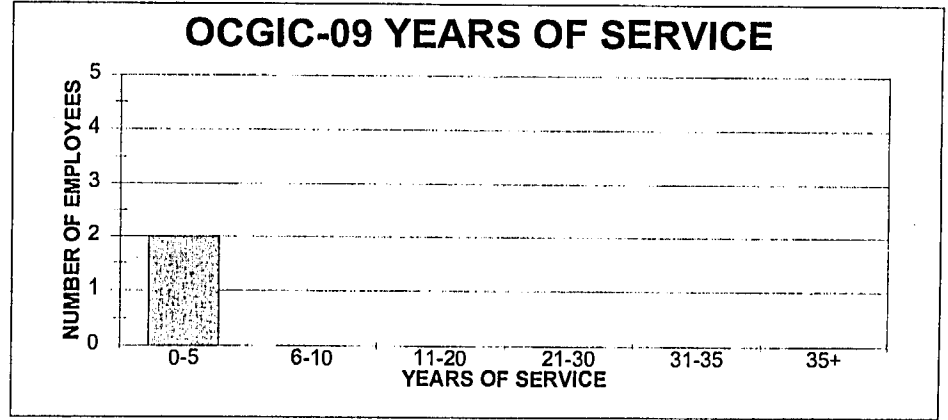
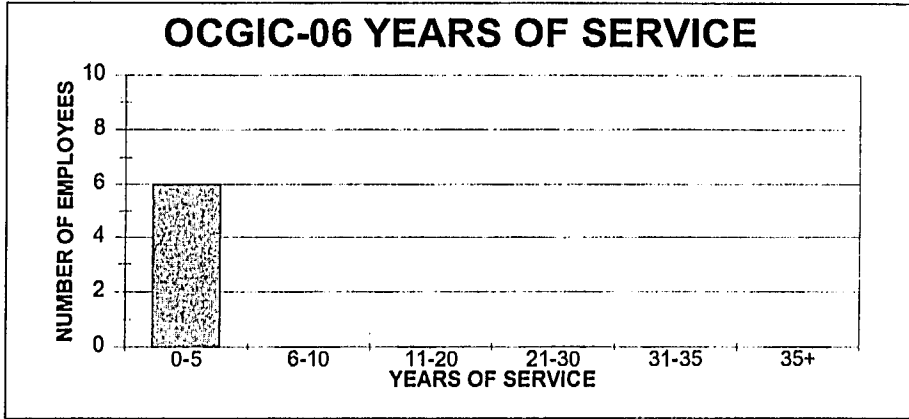
LEVEL	MALE	FEMALE	TOTAL
LS-02	0	4	4
LS-03	0	1	1
LS-04	2	1	3
LS-05	0	1	1
TOTAL	2	7	9

EXPECTED RETIREMENT BREAKDOWN*

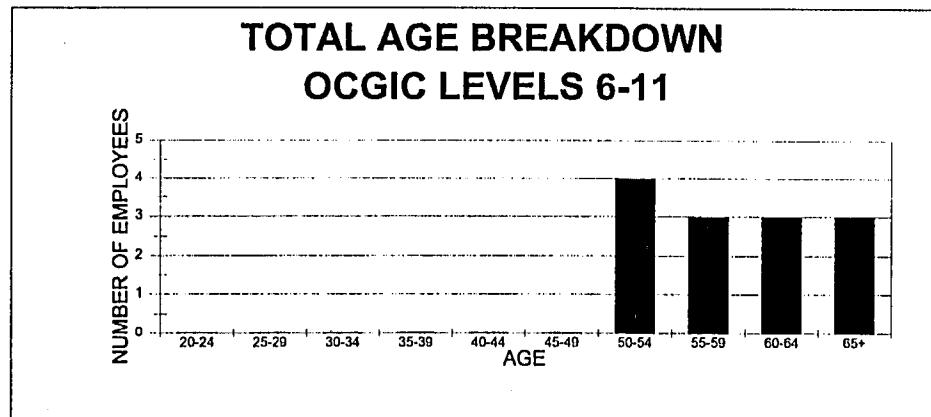
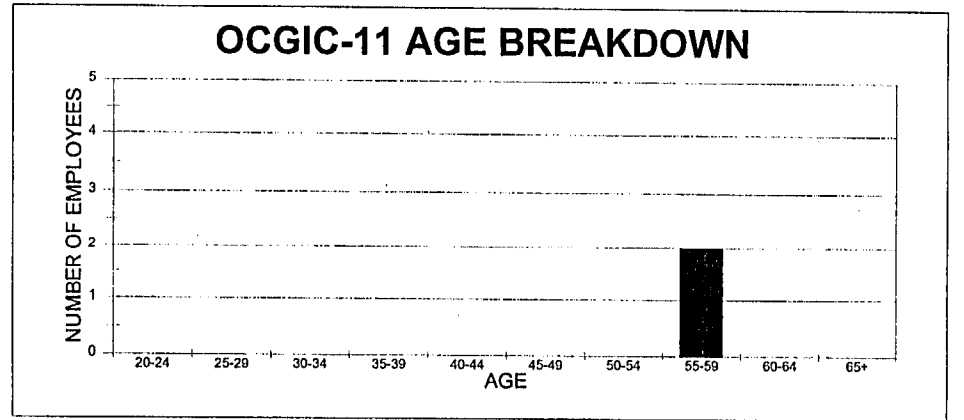
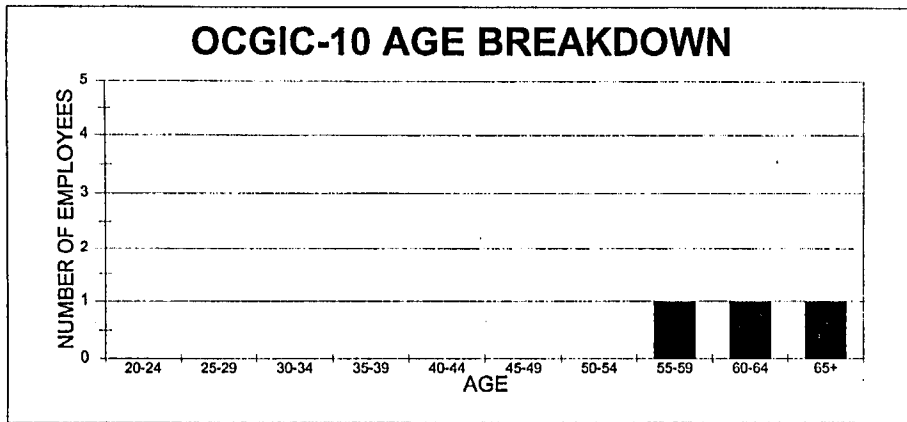
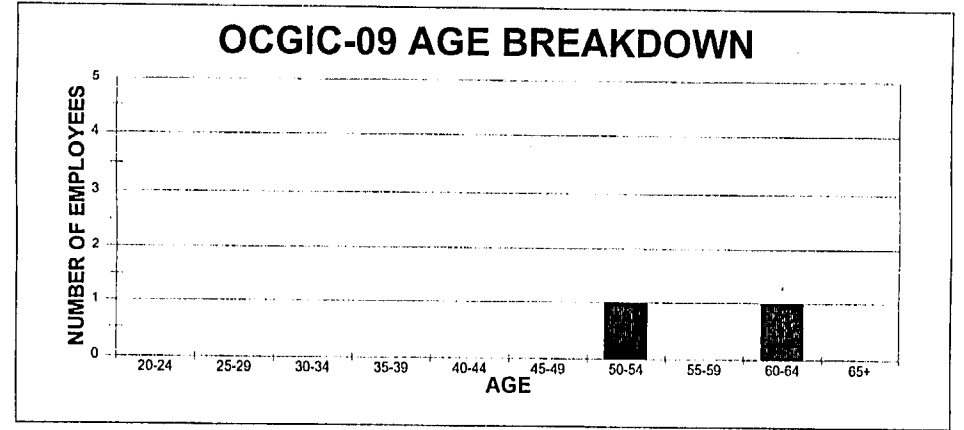
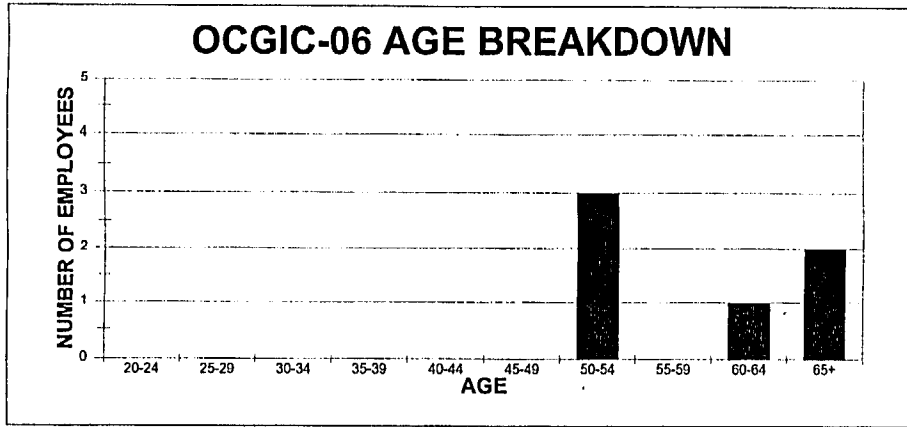
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
LS-02	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	25%	0	0%	0	0%
LS-03	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
LS-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%
LS-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	11%	1	13%	0	0%	0	0%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

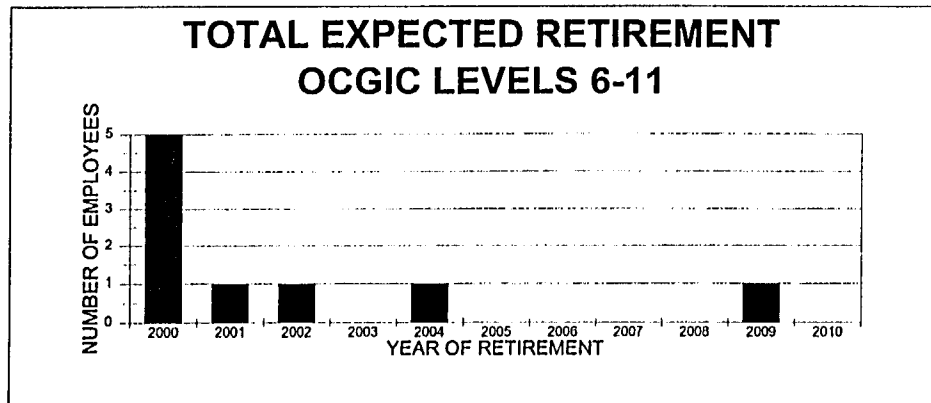
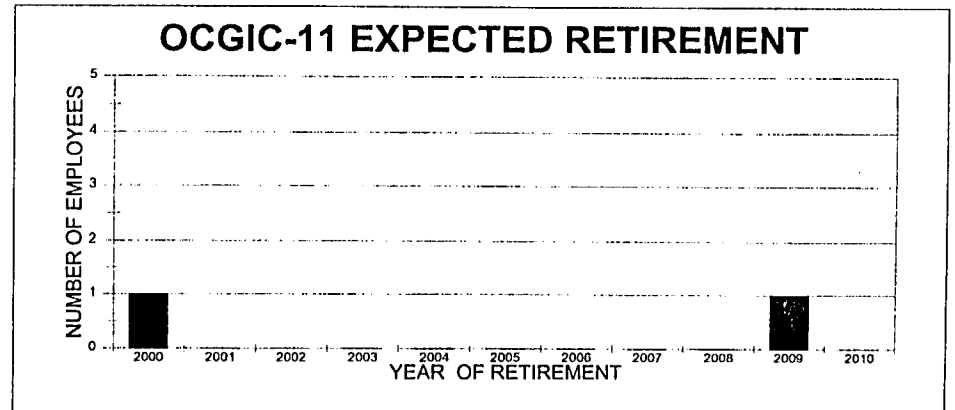
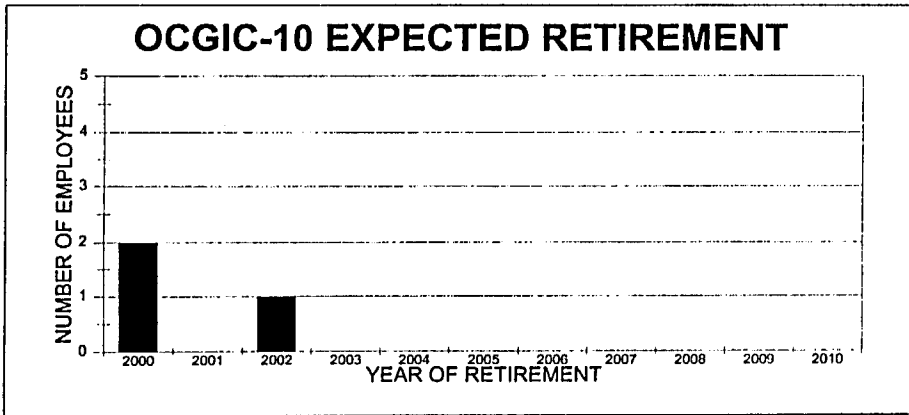
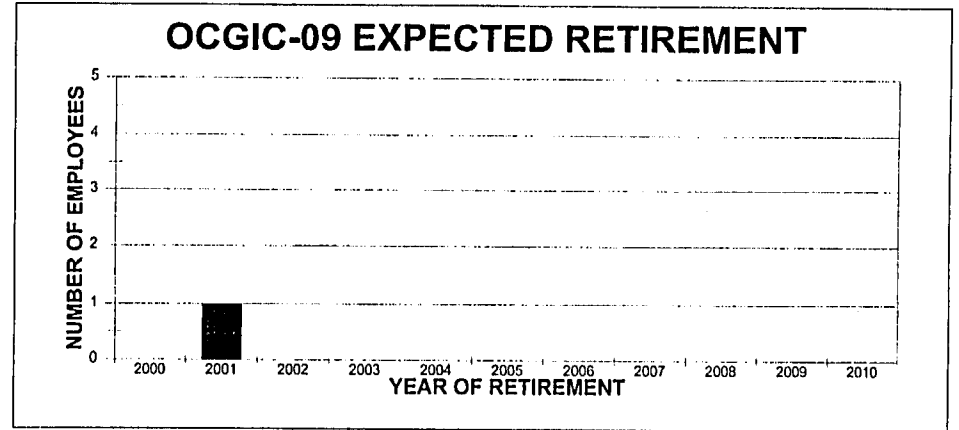
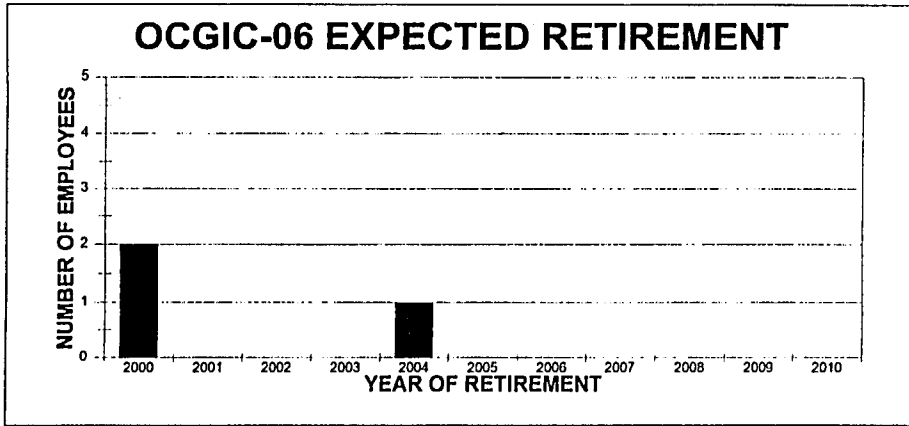
NON-ROTATIONAL ORDER-IN-COUNCIL PERSONNEL (OCGIC) LEVELS 6-11 YEARS OF SERVICE



NON-ROTATIONAL ORDER-IN-COUNCIL PERSONNEL (OCGIC) LEVELS 6-11 AGE BREAKDOWN



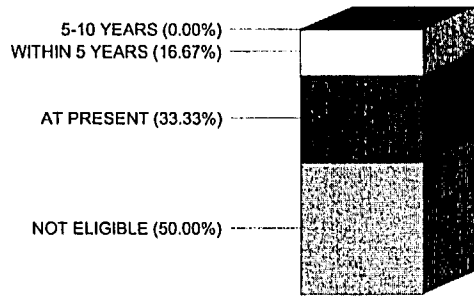
NON-ROTATIONAL ORDER-IN-COUNCIL PERSONNEL (OCGIC) LEVELS 6-11 EXPECTED RETIREMENT*



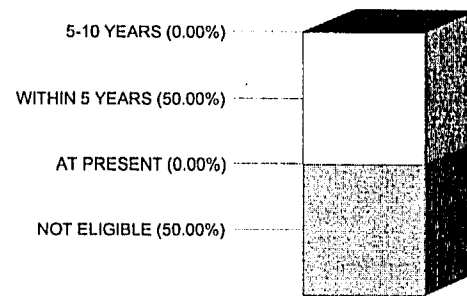
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL OCGIC RETIREMENT POTENTIAL TIME RANGES*

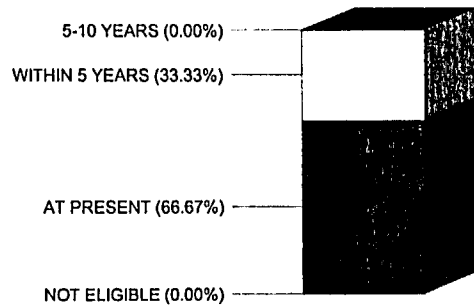
OCGIC-06



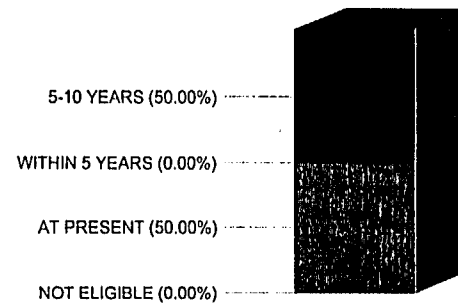
OCGIC-09



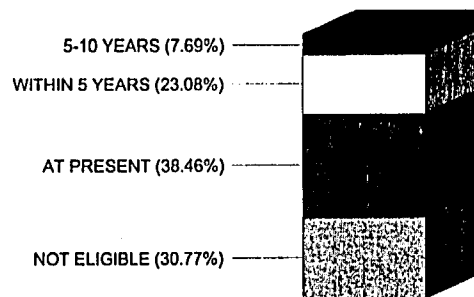
OCGIC-10



OCGIC-11

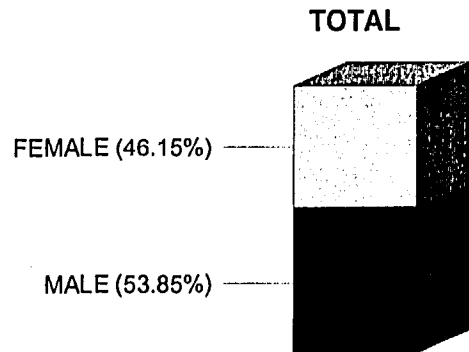
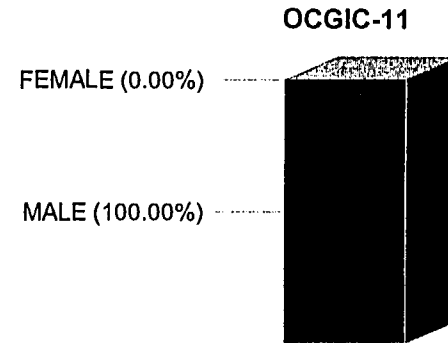
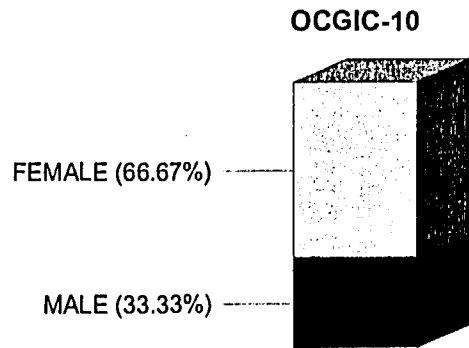
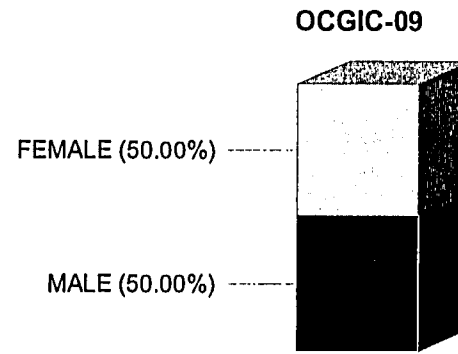
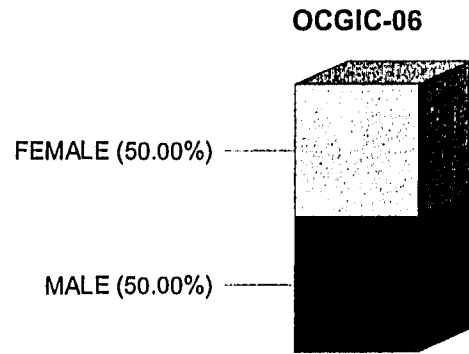


TOTAL



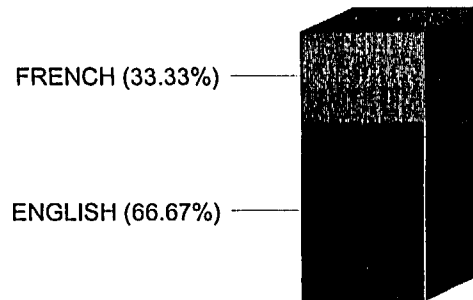
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL OCGIC GENDER DISTRIBUTION

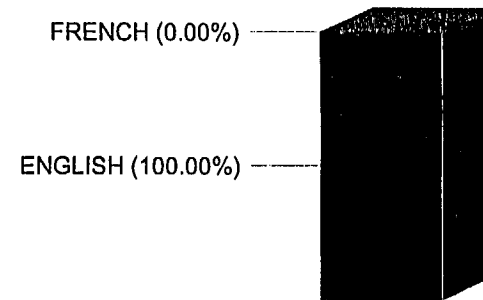


NON-ROTATIONAL OCGIC LINGUISTIC DISTRIBUTION

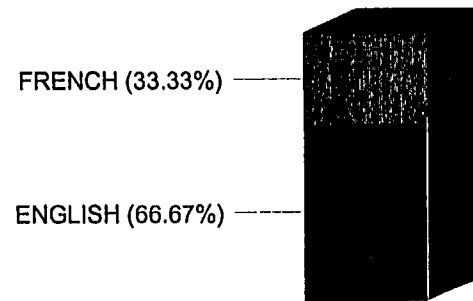
OCGIC-06



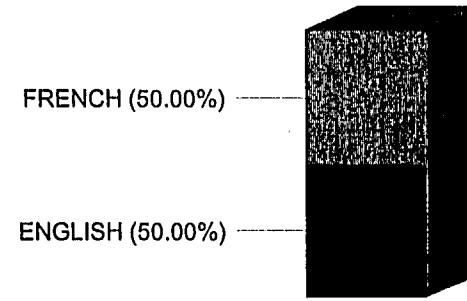
OCGIC-09



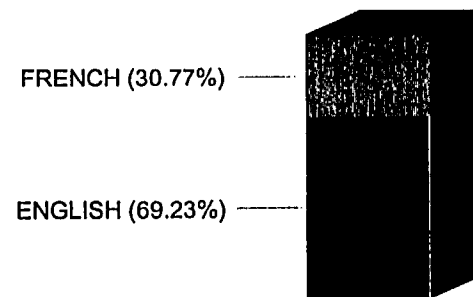
OCGIC-10



OCGIC-11



TOTAL



SUMMARY OF NON-ROTATIONAL ORDER-IN-COUNCIL PERSONNEL (OCGIC) LEVELS 6-11

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
ocgic-06	4	2	6
ocgic-09	2	0	2
ocgic-10	2	1	3
ocgic-11	1	1	2
TOTAL	9	4	13

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
ocgic-06	0%	0%	0%	0%	0%	0%	50%	0%	17%	33%	6
ocgic-09	0%	0%	0%	0%	0%	0%	50%	0%	50%	0%	2
ocgic-10	0%	0%	0%	0%	0%	0%	0%	33%	33%	33%	3
ocgic-11	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	2
TOTAL	0%	0%	0%	0%	0%	0%	31%	23%	23%	23%	13

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
ocgic-06	50%	33%	17%	0%	6
ocgic-09	50%	0%	50%	0%	2
ocgic-10	0%	67%	33%	0%	3
ocgic-11	0%	50%	0%	50%	2
TOTAL	31%	38%	23%	8%	13

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
ocgic-06	100%	0%	0%	0%	0%	0%	6
ocgic-09	100%	0%	0%	0%	0%	0%	2
ocgic-10	33%	0%	33%	0%	33%	0%	3
ocgic-11	50%	0%	0%	0%	50%	0%	2
TOTAL	77%	0%	8%	0%	15%	0%	13

GENDER DISTRUBUTION

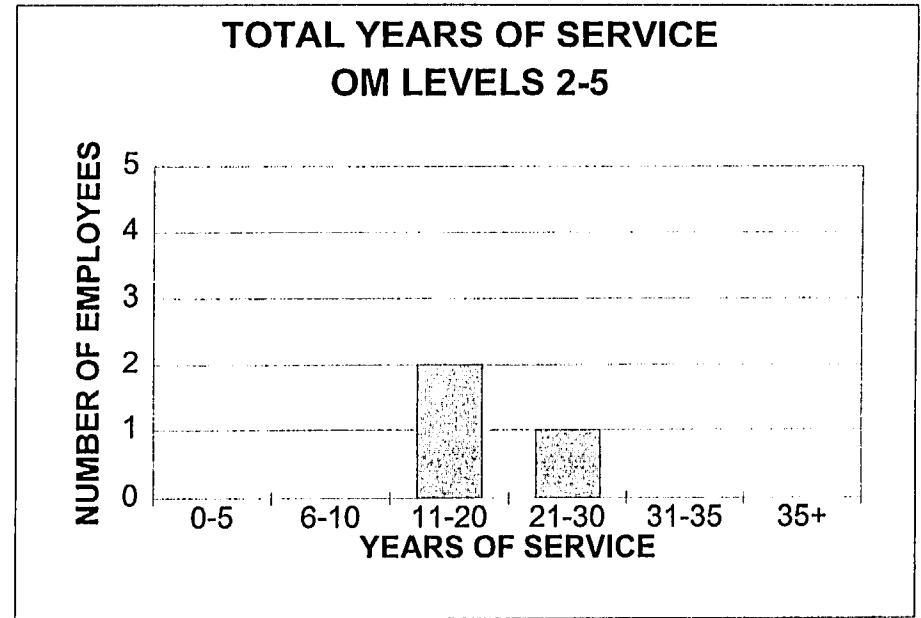
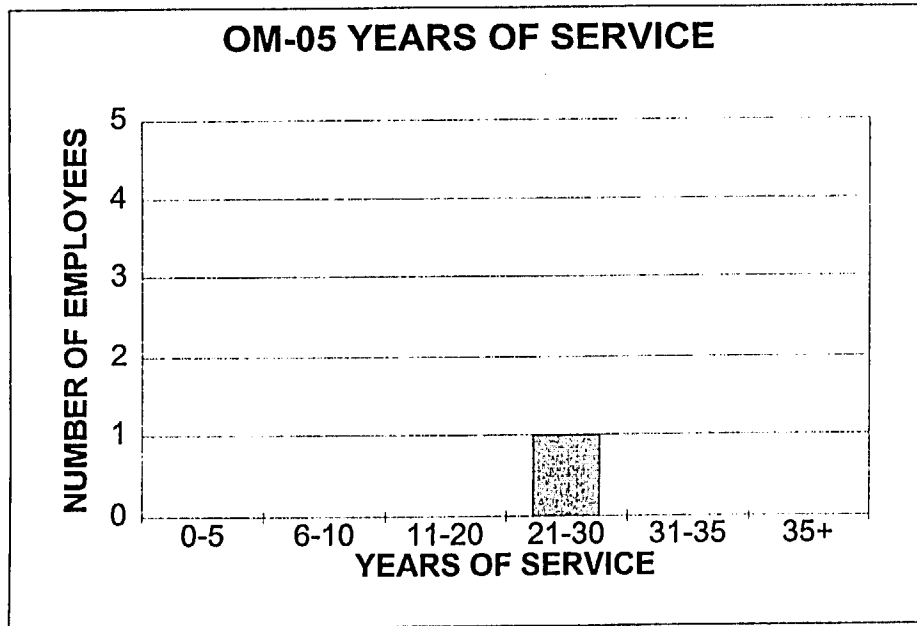
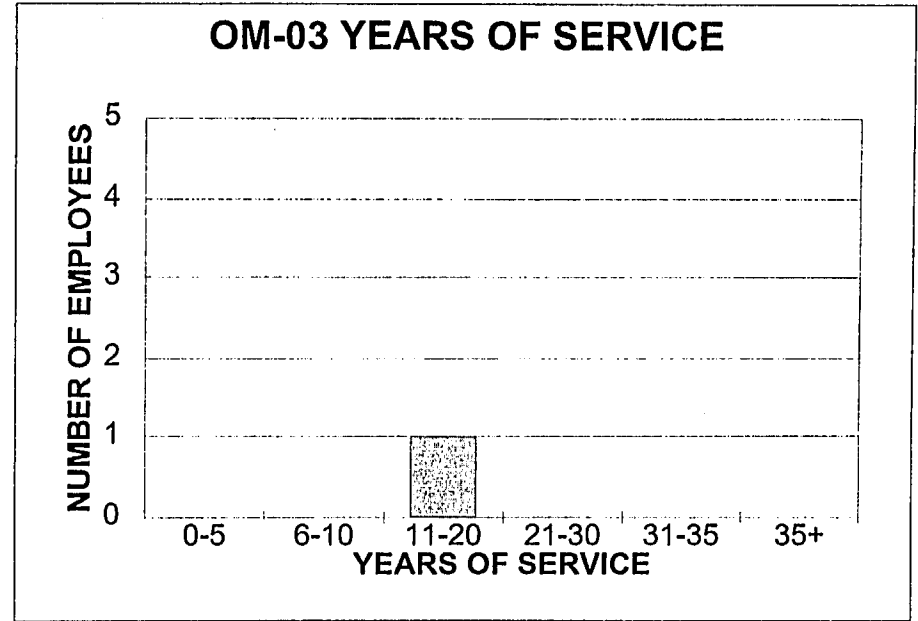
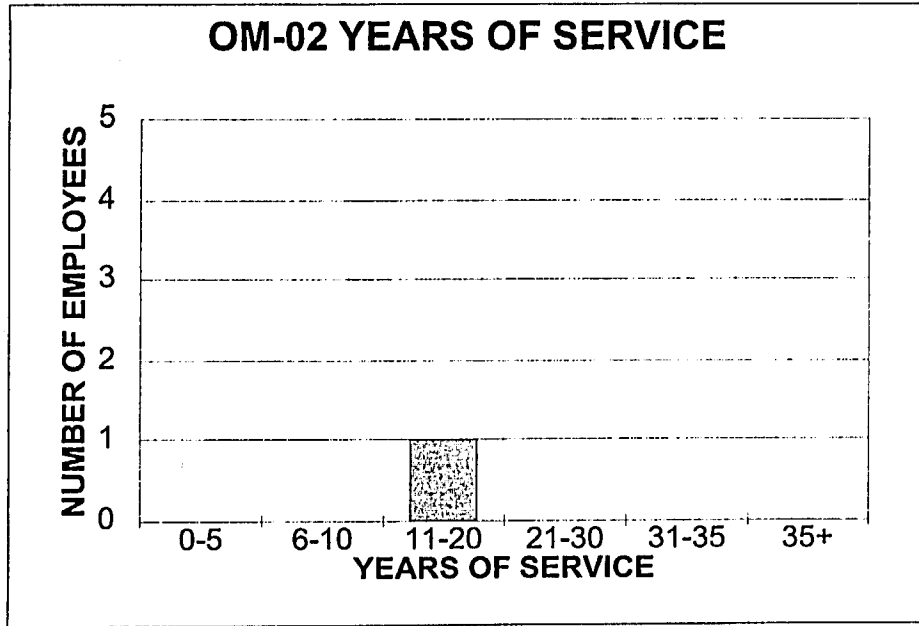
LEVEL	MALE	FEMALE	TOTAL
ocgic-06	3	3	6
ocgic-09	1	1	2
ocgic-10	1	2	3
ocgic-11	2	0	2
TOTAL	7	6	13

EXPECTED RETIREMENT BREAKDOWN*

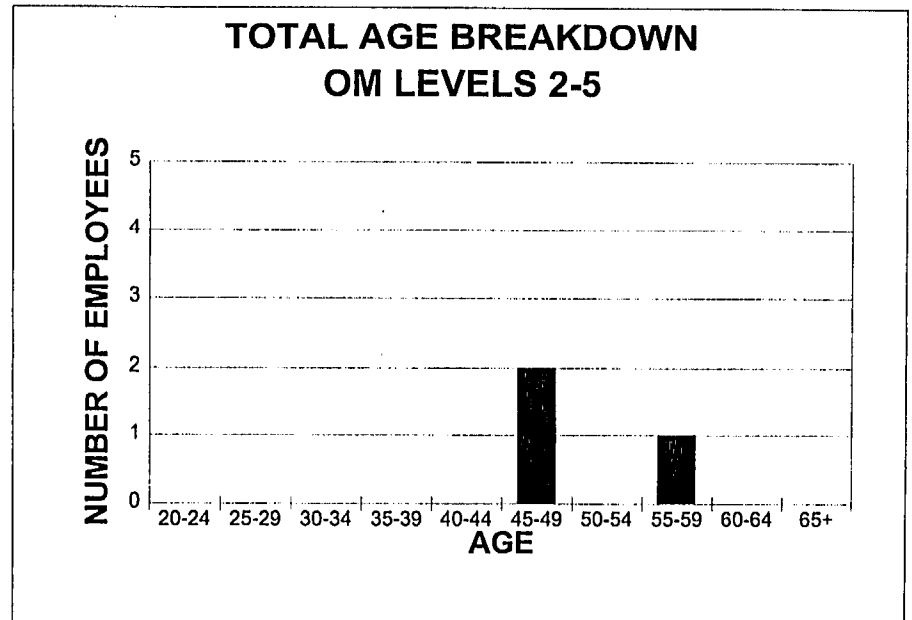
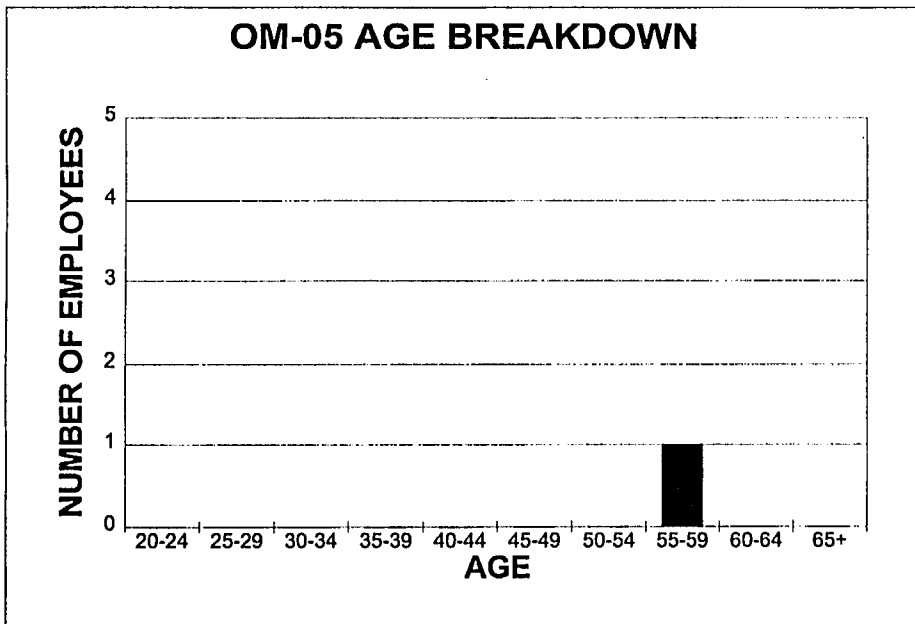
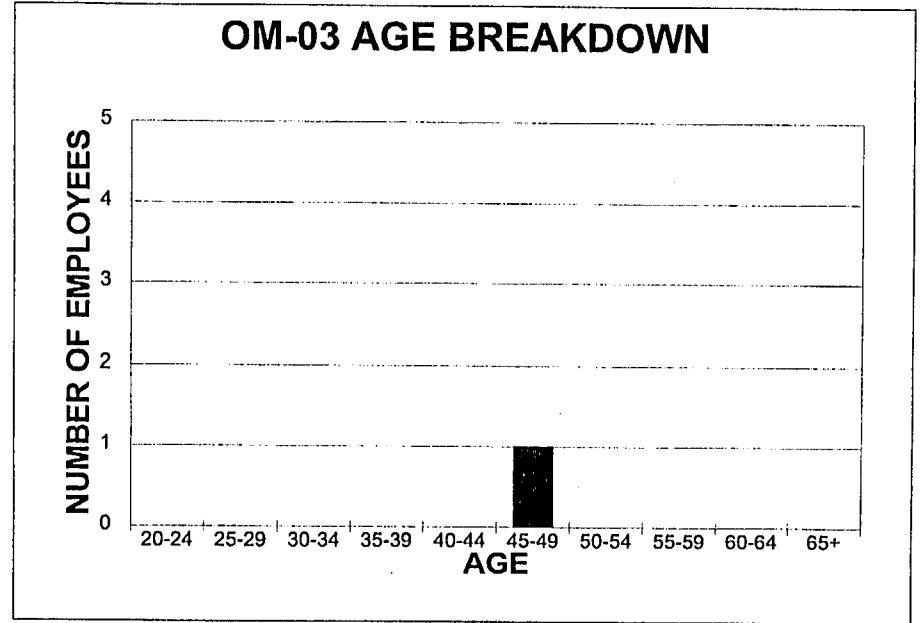
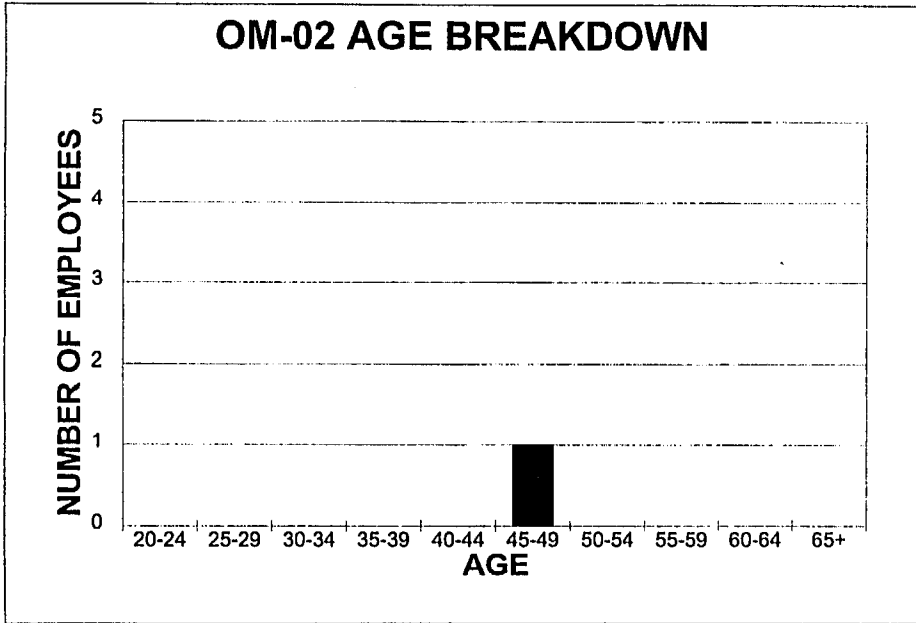
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ocgic-06	2	33%	0	0%	0	0%	0	0%	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ocgic-09	0	0%	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ocgic-10	2	67%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
ocgic-11	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
TOTAL	5	38%	1	13%	1	14%	0	0%	1	17%	0	0%	0	0%	0	0%	0	0%	1	20%	0	0%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

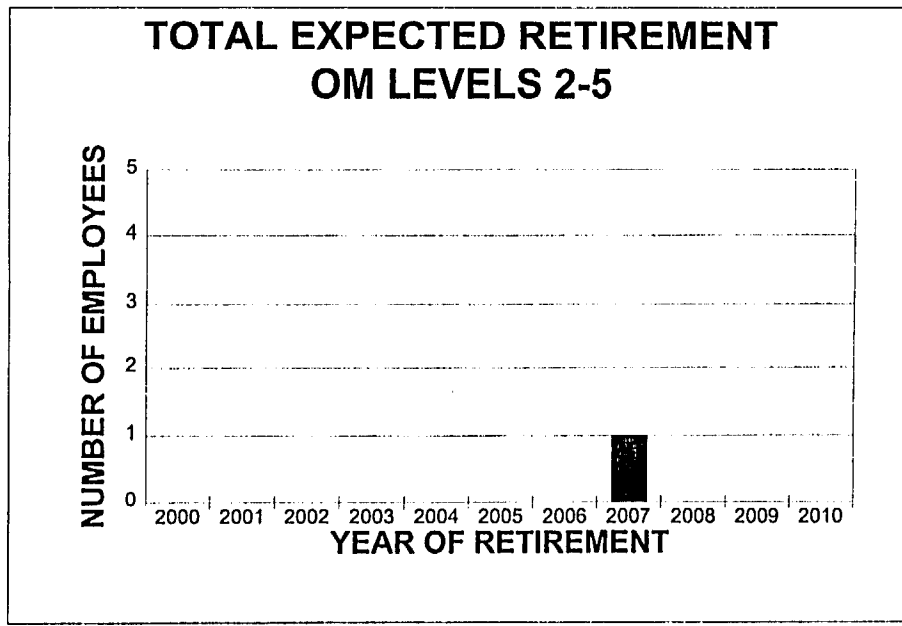
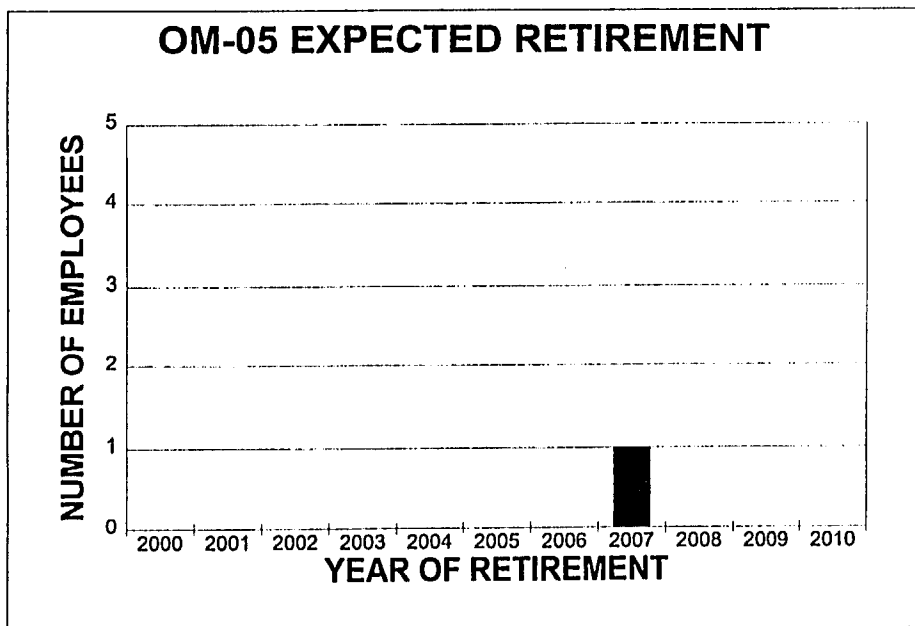
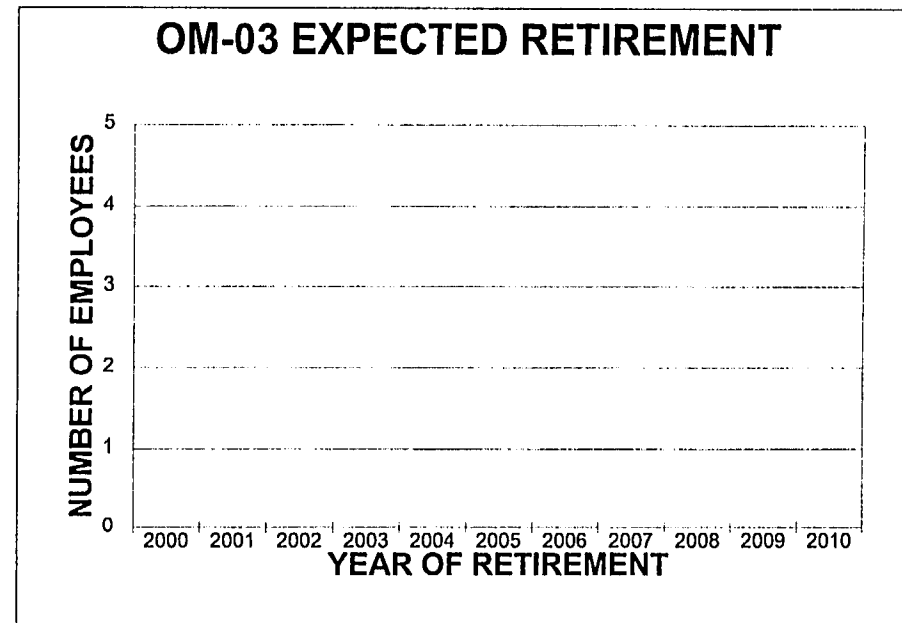
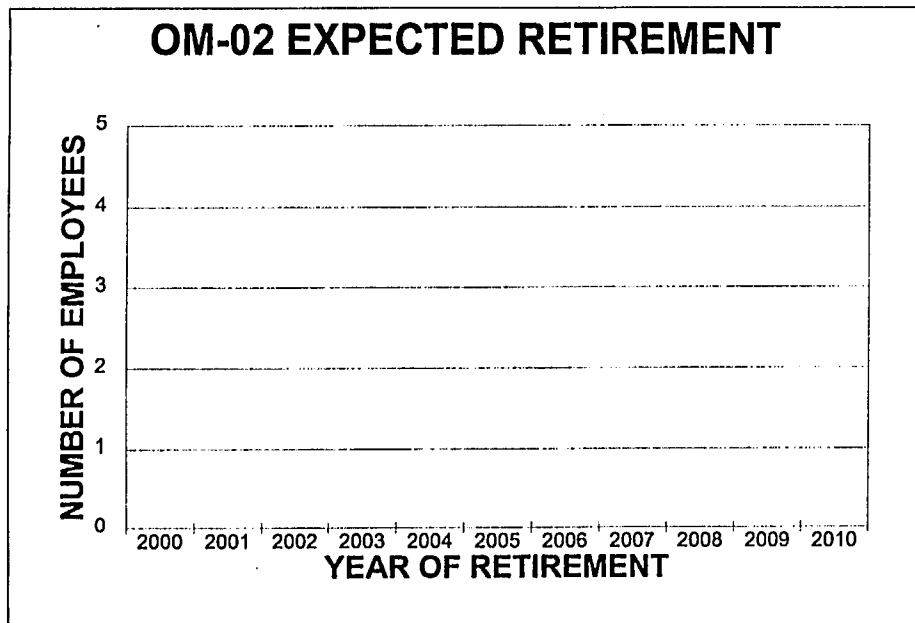
NON-ROTATIONAL ORGANIZATION & METHODS PERSONNEL (OM) LEVELS 2-5 YEARS OF SERVICE



NON-ROTATIONAL ORGANIZATION & METHODS PERSONNEL (OM) LEVELS 2-5 AGE BREAKDOWN

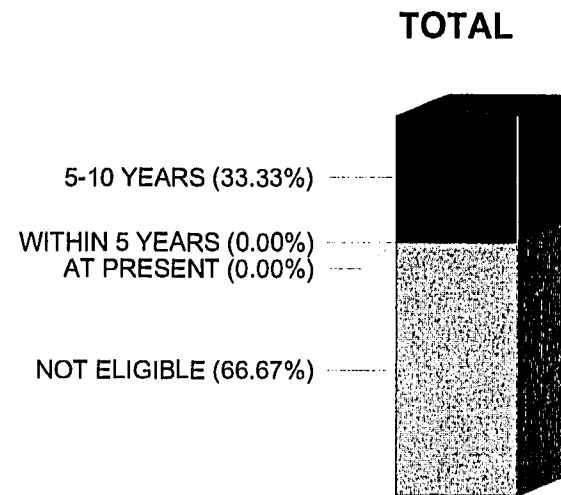
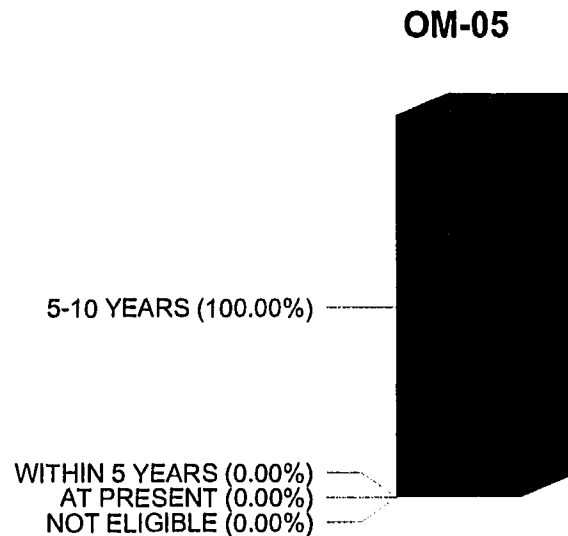
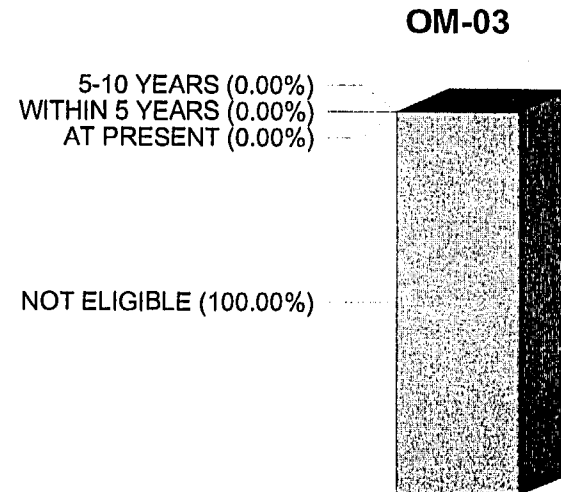
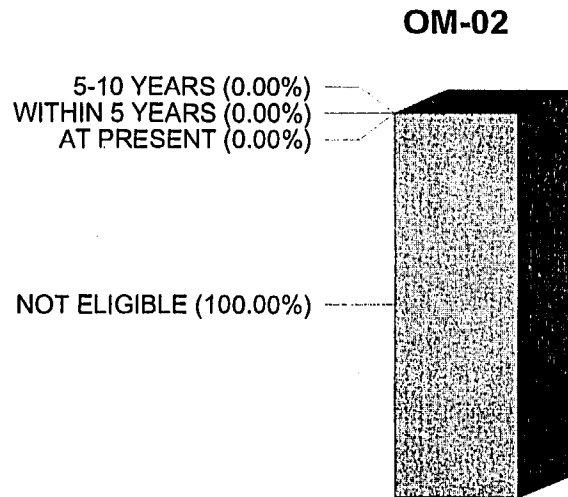


NON-ROTATIONAL ORGANIZATION & METHODS PERSONNEL (OM) LEVELS 2-5 EXPECTED RETIREMENT*



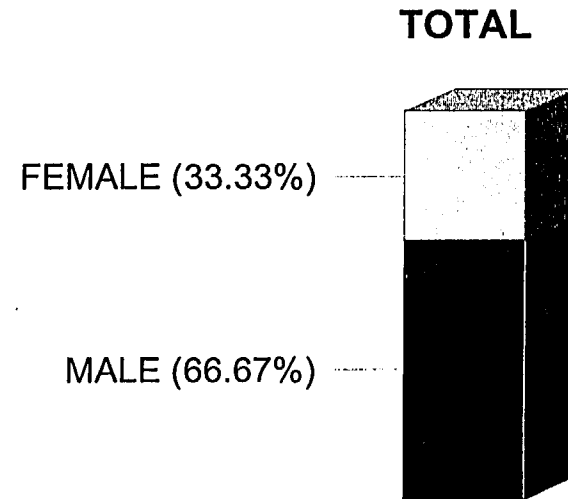
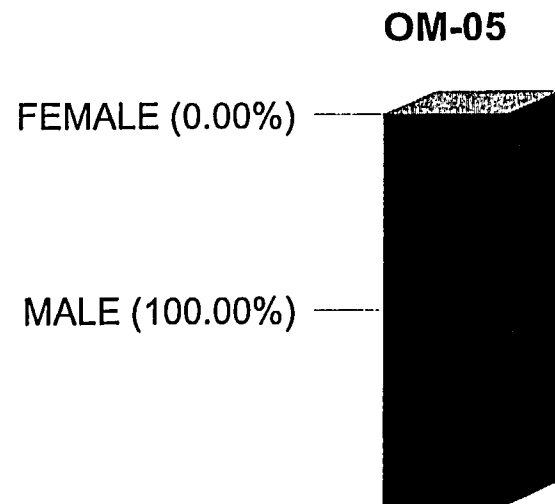
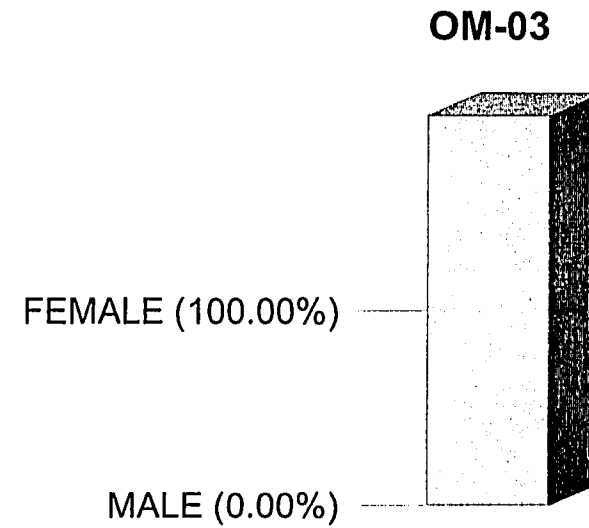
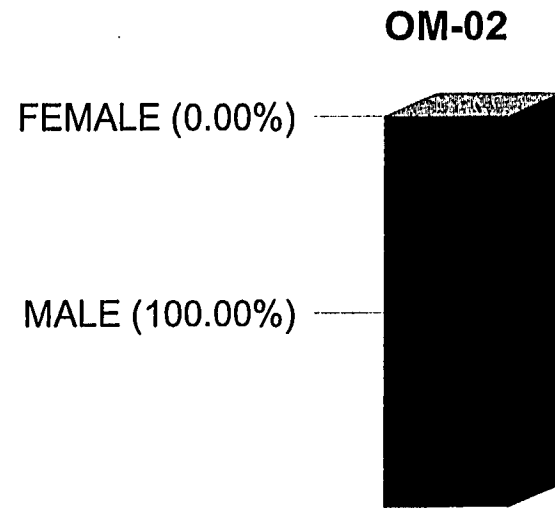
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL OM RETIREMENT POTENTIAL TIME RANGES*



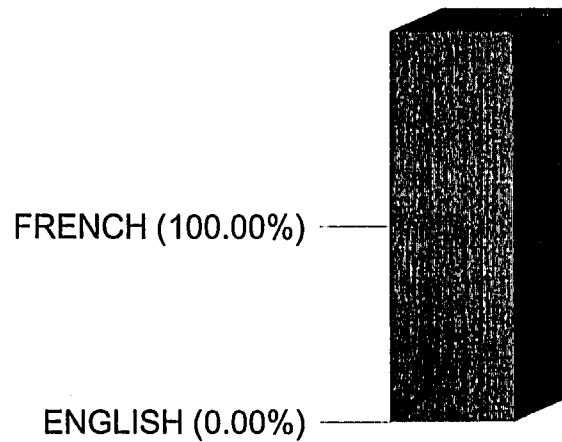
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL OM GENDER DISTRIBUTION

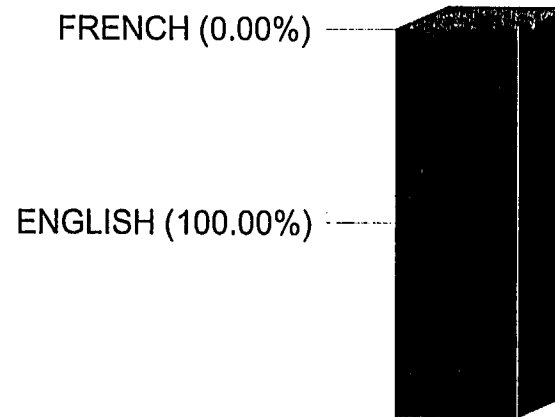


NON-ROTATIONAL OM LINGUISTIC DISTRIBUTION

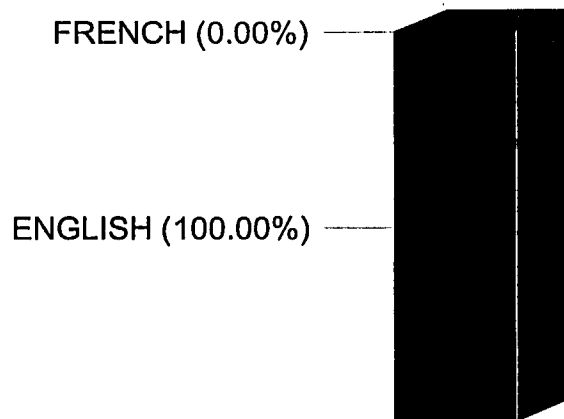
OM-02



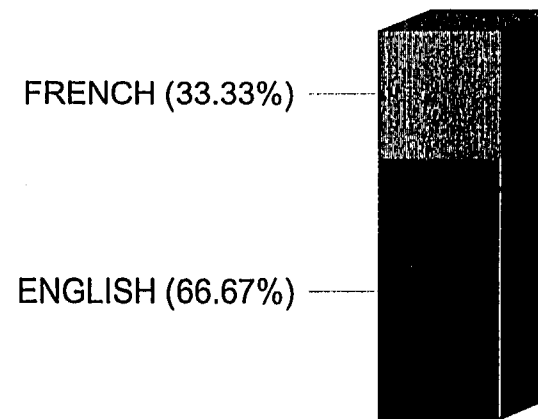
OM-03



OM-05



TOTAL



SUMMARY OF NON-ROTATIONAL ORGANIZATION & METHODS PERSONNEL (OM) LEVELS 2-5

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
OM-02	0	1	1
OM-03	1	0	1
OM-05	1	0	1
TOTAL	2	1	3

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
OM-02	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	1
OM-03	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	1
OM-05	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	1
TOTAL	0%	0%	0%	0%	0%	67%	0%	33%	0%	0%	3

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT-PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
OM-02	100%	0%	0%	0%	1
OM-03	100%	0%	0%	0%	1
OM-05	0%	0%	0%	100%	1
TOTAL	67%	0%	0%	33%	3

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
OM-02	0%	0%	100%	0%	0%	0%	1
OM-03	0%	0%	100%	0%	0%	0%	1
OM-05	0%	0%	0%	100%	0%	0%	1
TOTAL	0%	0%	67%	33%	0%	0%	3

GENDER DISTRUBUTION

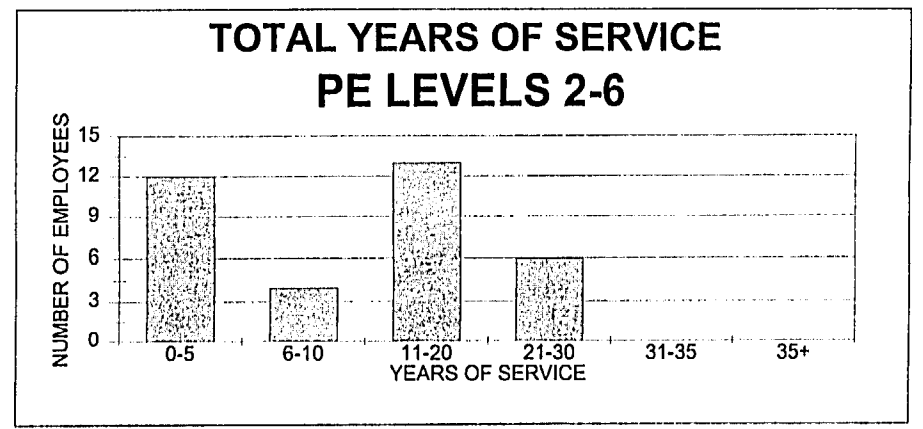
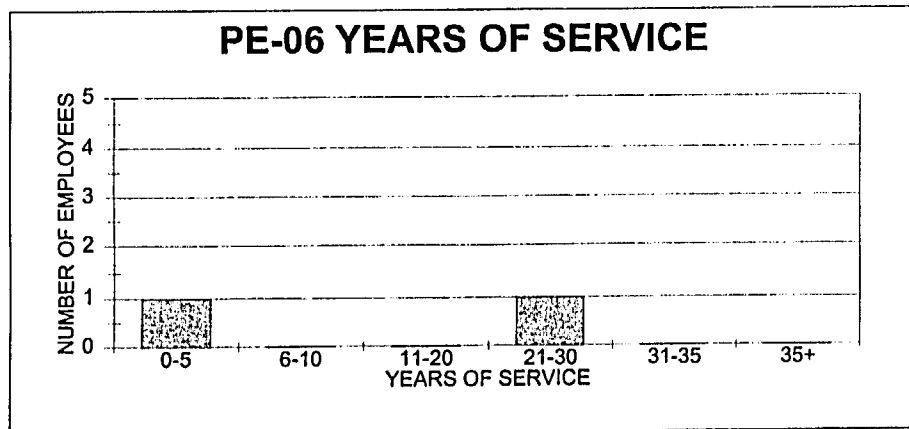
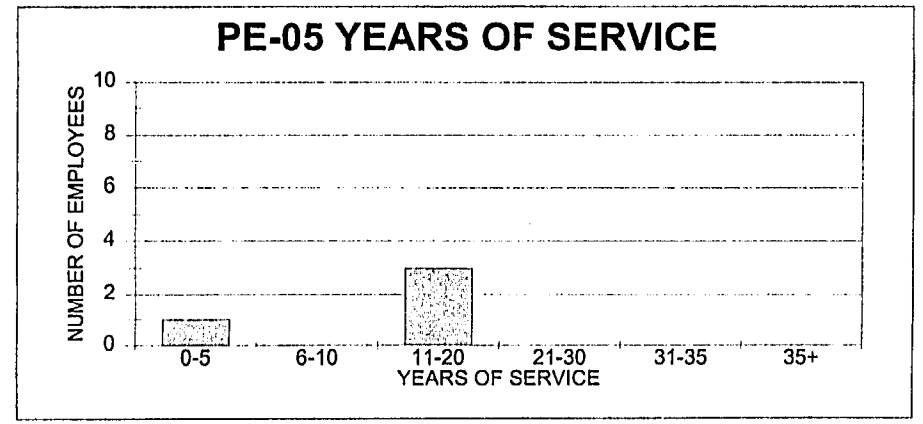
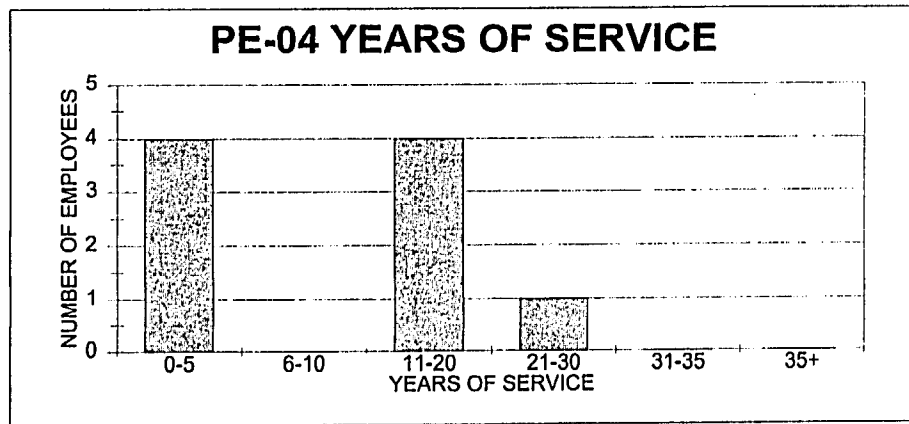
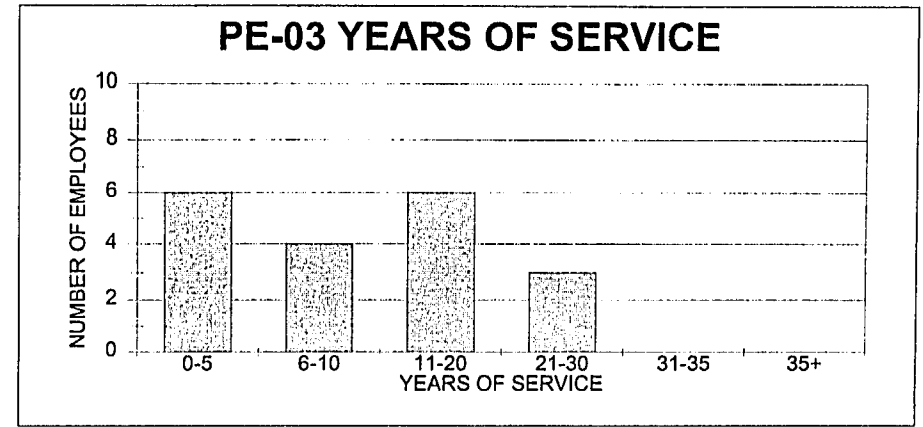
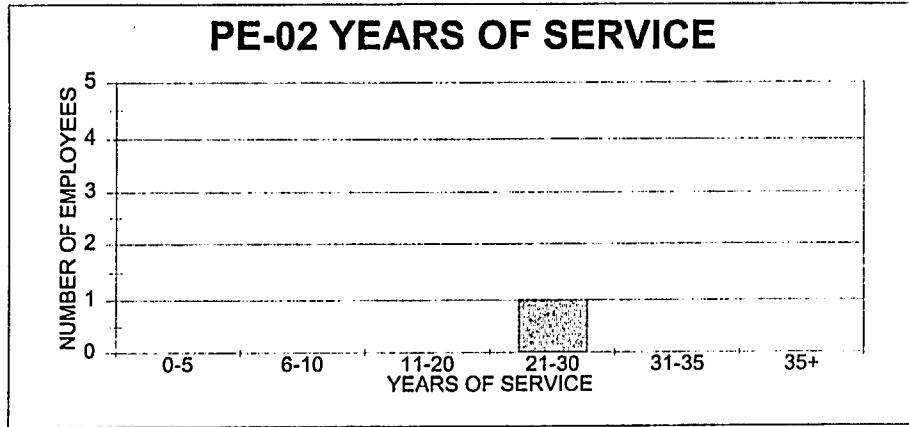
LEVEL	MALE	FEMALE	TOTAL
OM-02	1	0	1
OM-03	0	1	1
OM-05	1	0	1
TOTAL	2	1	3

EXPECTED RETIREMENT BREAKDOWN*

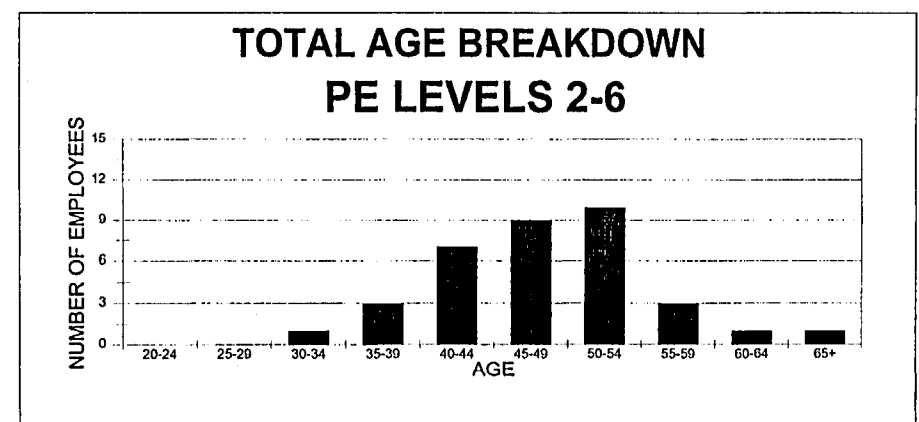
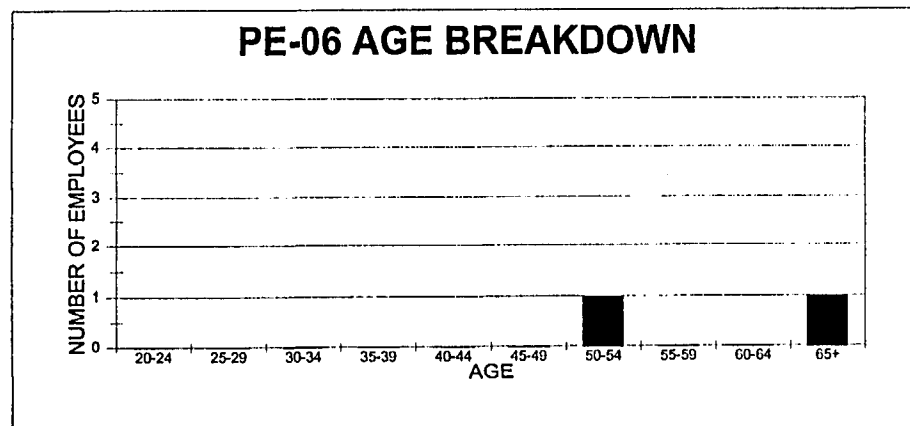
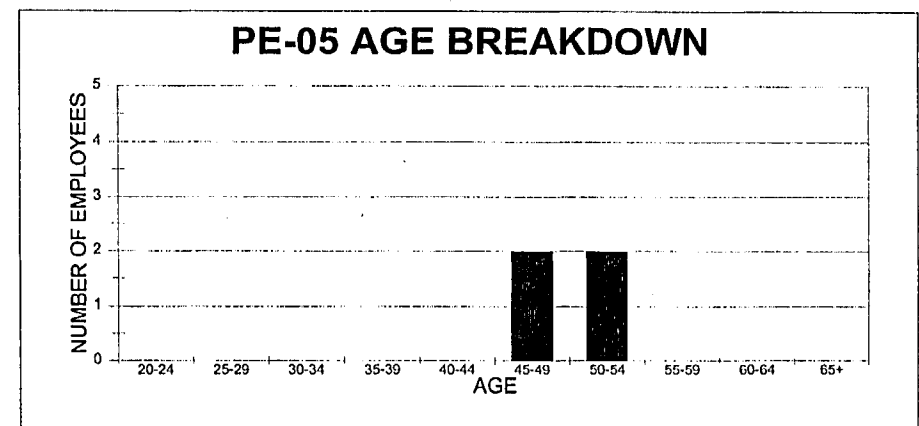
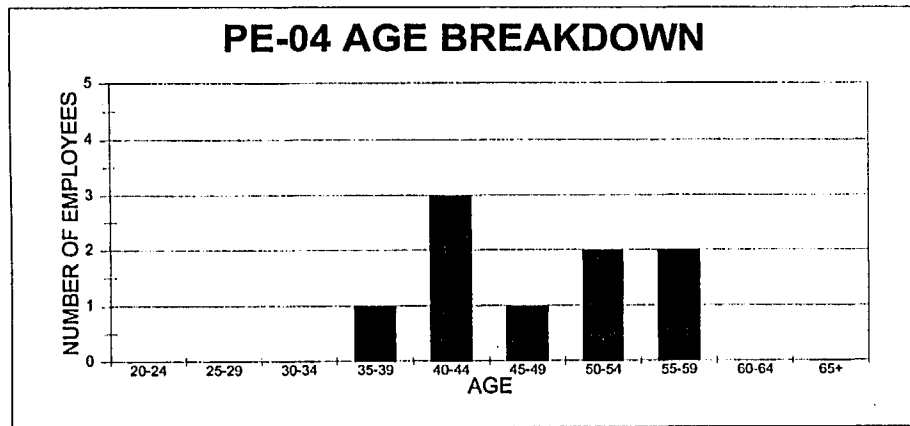
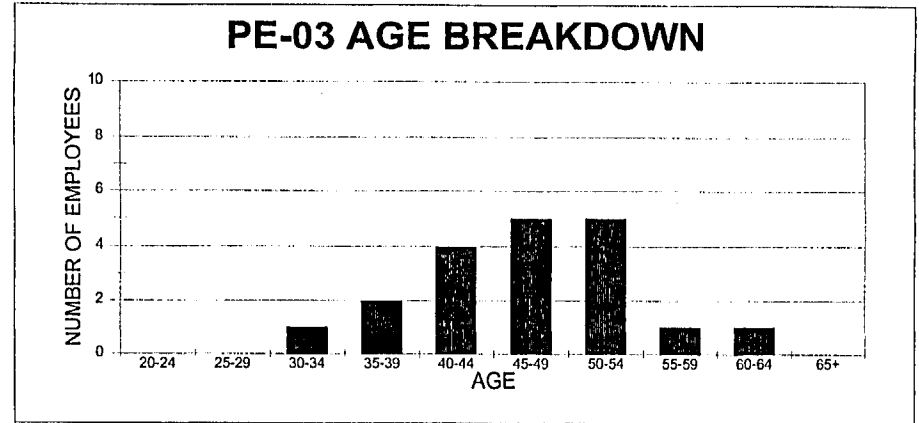
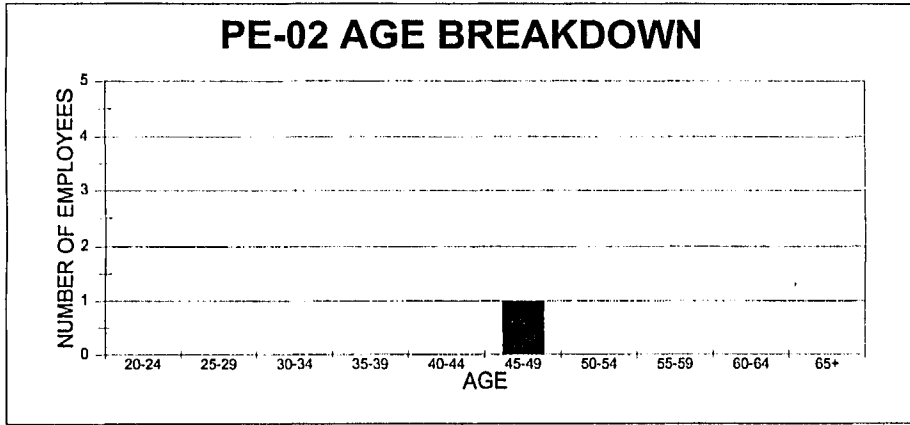
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
OM-02	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
OM-03	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
OM-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%
TOTAL	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

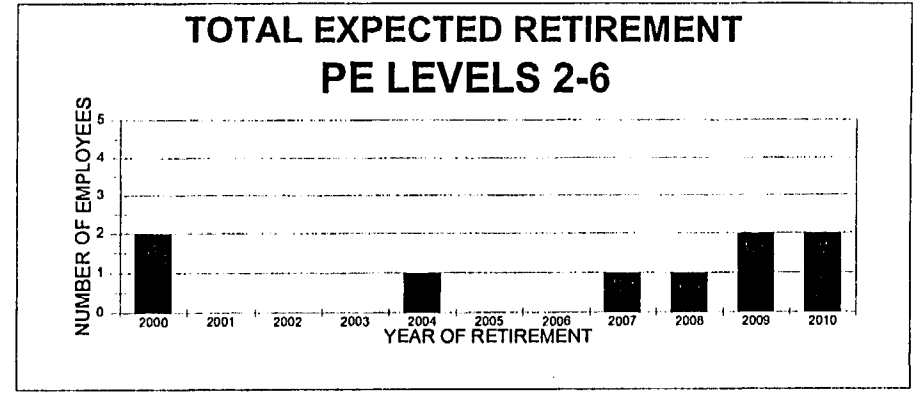
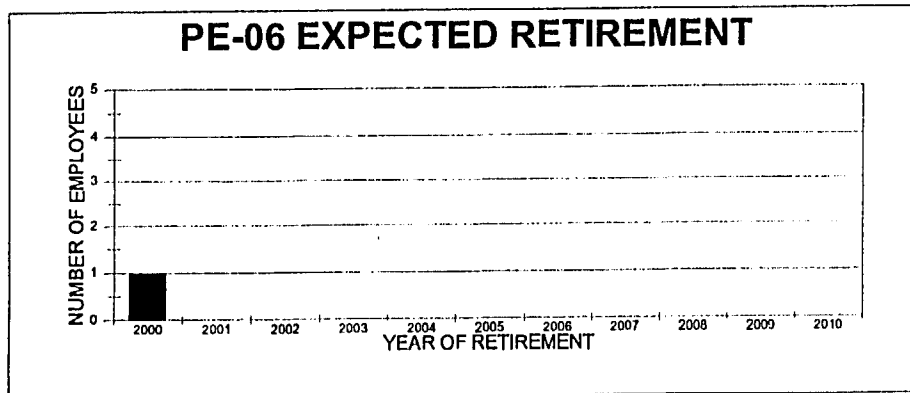
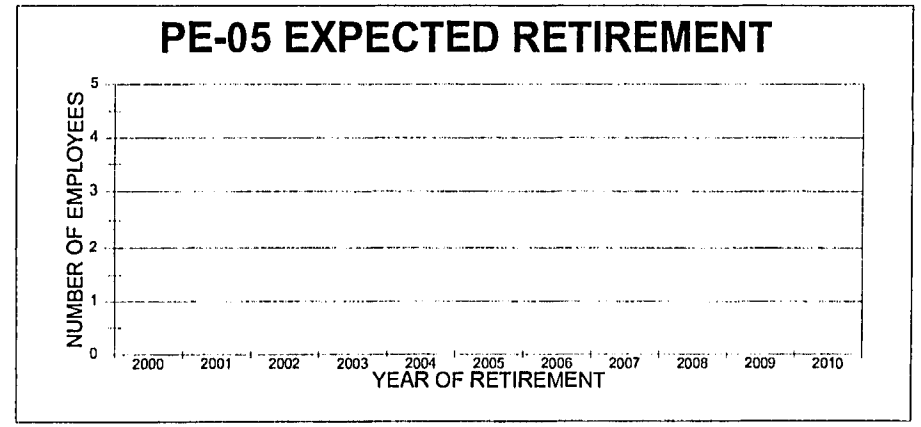
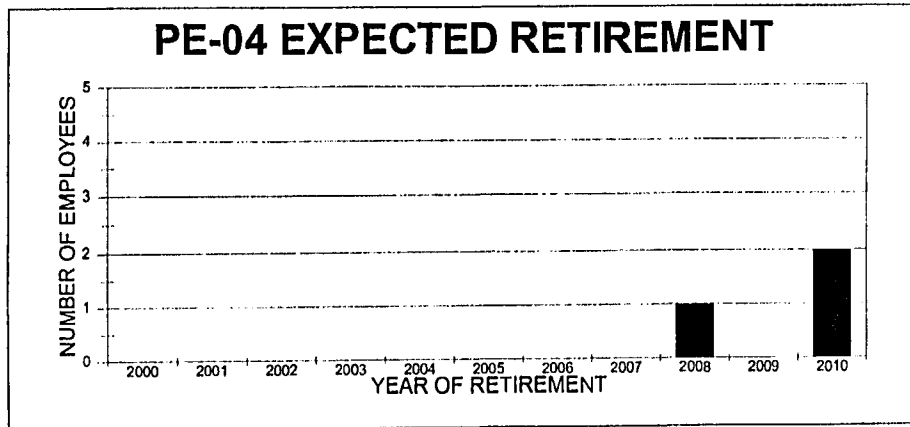
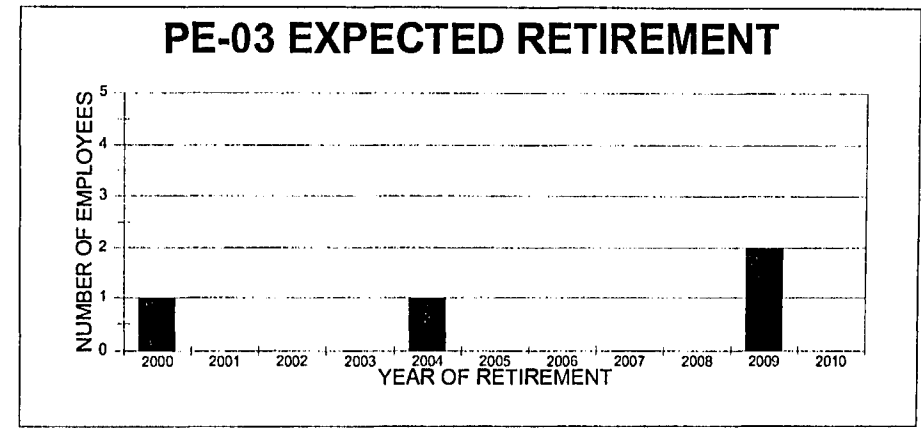
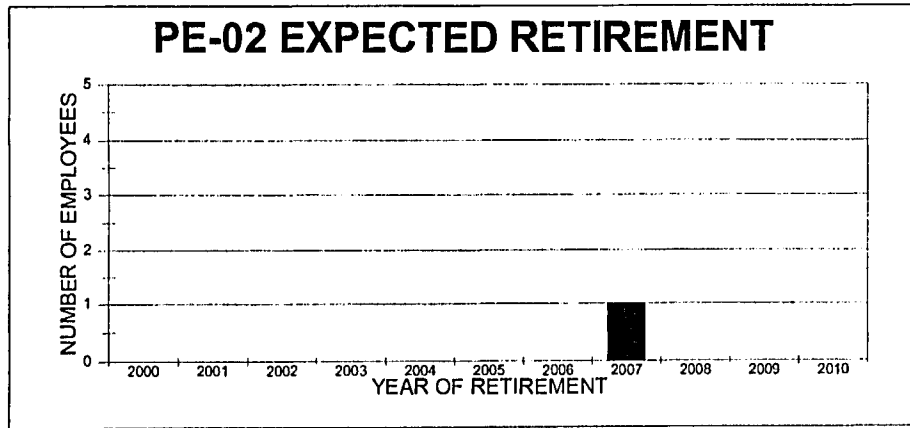
NON-ROTATIONAL PERSONNEL ADMINISTRATION (PE) LEVELS 2-6 YEARS OF SERVICE



NON-ROTATIONAL PERSONNEL ADMINISTRATION (PE) LEVELS 2-6 AGE BREAKDOWN

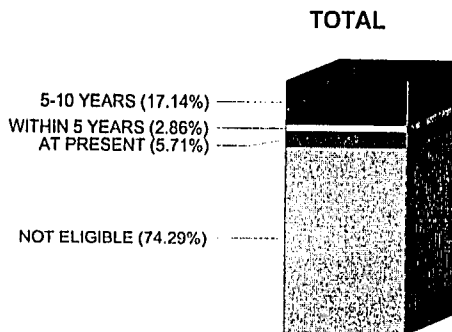
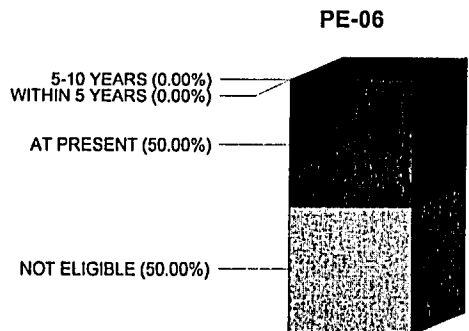
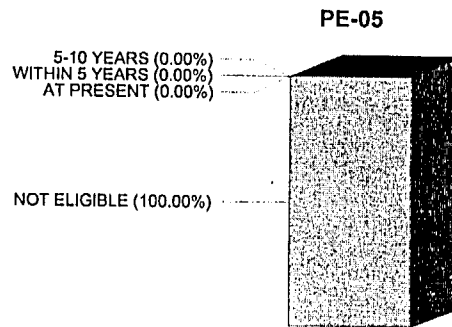
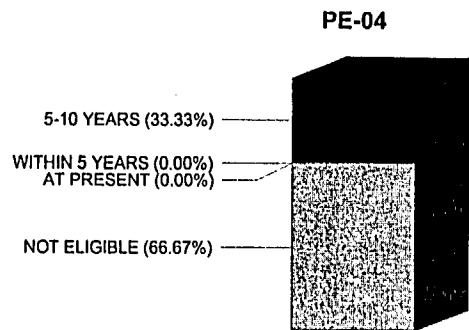
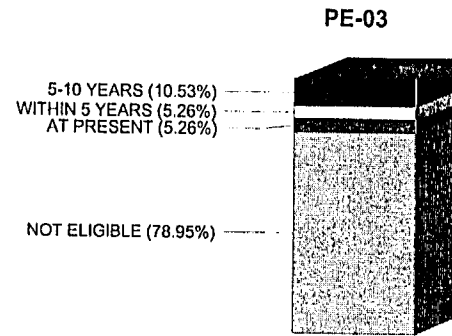
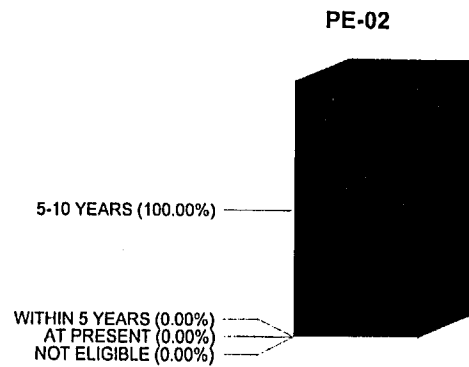


NON-ROTATIONAL PERSONNEL ADMINISTRATION (PE) LEVELS 2-6 EXPECTED RETIREMENT*



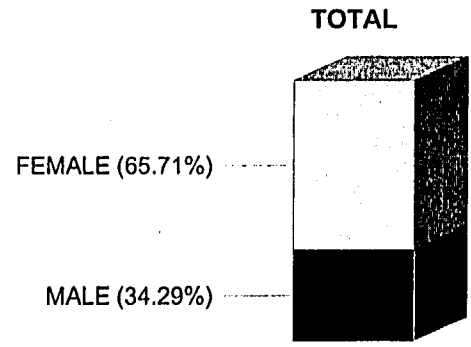
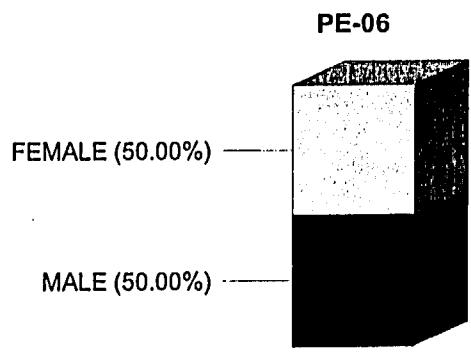
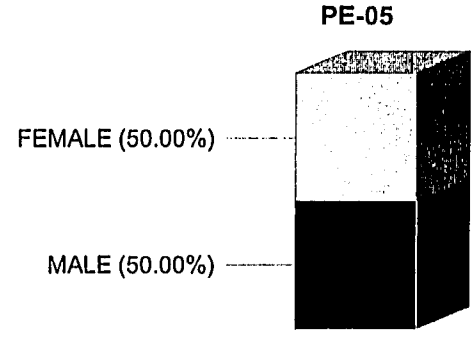
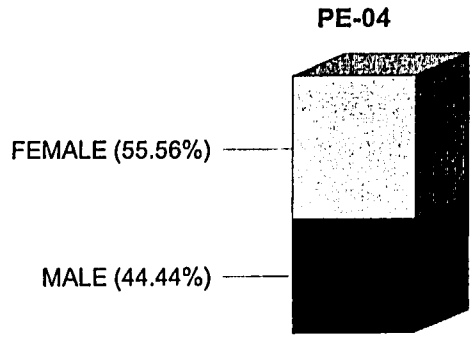
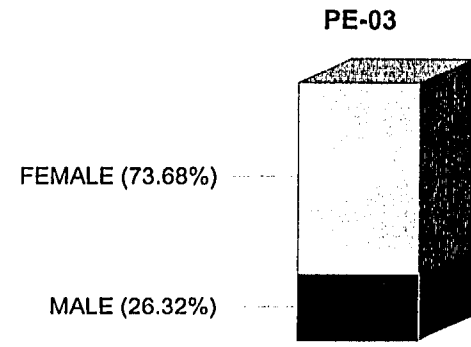
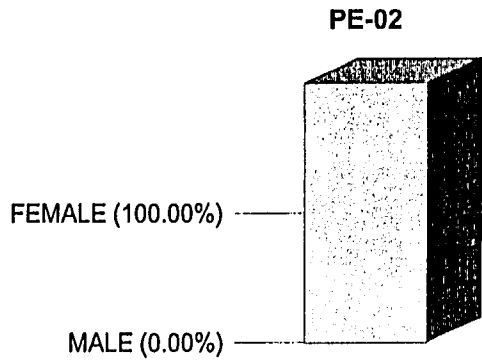
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL PE RETIREMENT POTENTIAL TIME RANGES*

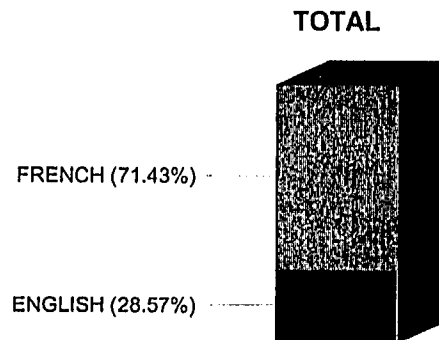
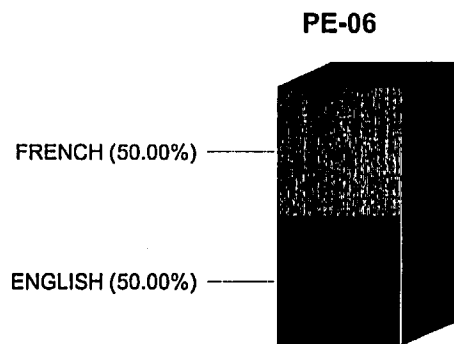
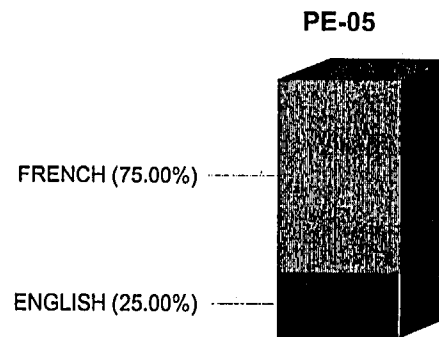
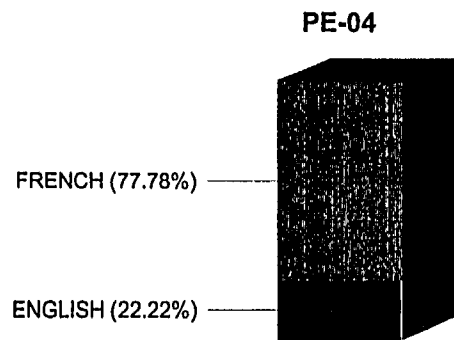
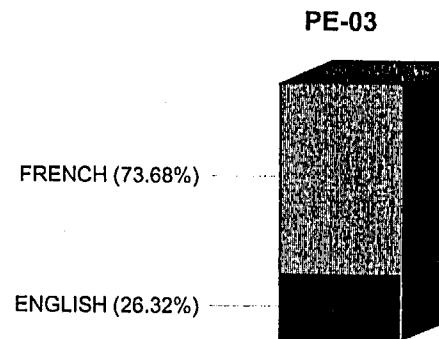
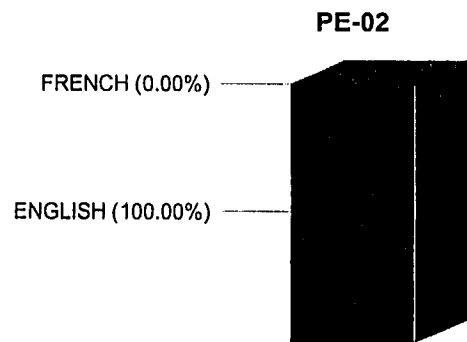


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL PE GENDER DISTRIBUTION



NON-ROTATIONAL PE LINGUISTIC DISTRIBUTION



SUMMARY OF NON-ROTATIONAL PERSONNEL ADMINISTRATION (PE) LEVELS 2-6

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
PE-02	1	0	1
PE-03	5	14	19
PE-04	2	7	9
PE-05	1	3	4
PE-06	1	1	2
TOTAL	10	25	35

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
PE-02	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	1
PE-03	0%	0%	5%	11%	21%	26%	26%	5%	5%	0%	19
PE-04	0%	0%	0%	11%	33%	11%	22%	22%	0%	0%	9
PE-05	0%	0%	0%	0%	0%	50%	50%	0%	0%	0%	4
PE-06	0%	0%	0%	0%	0%	0%	50%	0%	0%	50%	2
TOTAL	0%	0%	3%	9%	20%	26%	29%	9%	3%	3%	35

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	6-10 YEARS	TOTAL
PE-02	0%	0%	0%	100%	1
PE-03	79%	5%	5%	11%	19
PE-04	67%	0%	0%	33%	9
PE-05	100%	0%	0%	0%	4
PE-06	50%	50%	0%	0%	2
TOTAL	74%	6%	3%	17%	35

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
PE-02	0%	0%	0%	100%	0%	0%	1
PE-03	32%	21%	32%	16%	0%	0%	19
PE-04	44%	0%	44%	11%	0%	0%	9
PE-05	25%	0%	75%	0%	0%	0%	4
PE-06	50%	0%	0%	50%	0%	0%	2
TOTAL	34%	11%	37%	17%	0%	0%	35

GENDER DISTRIBUTION

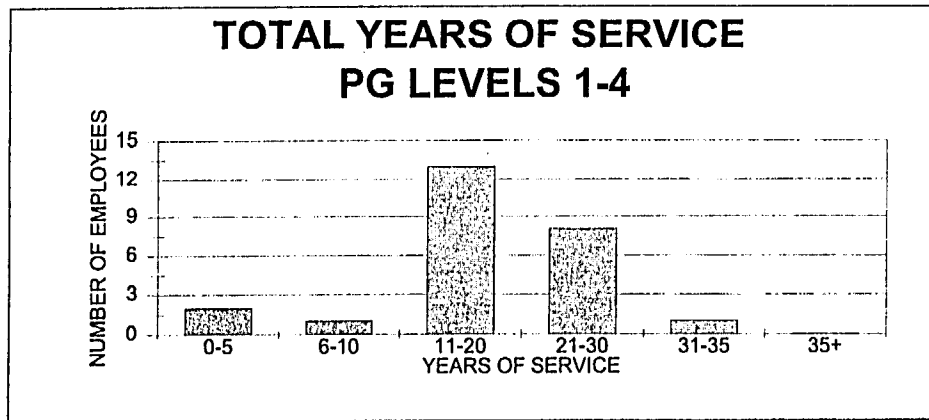
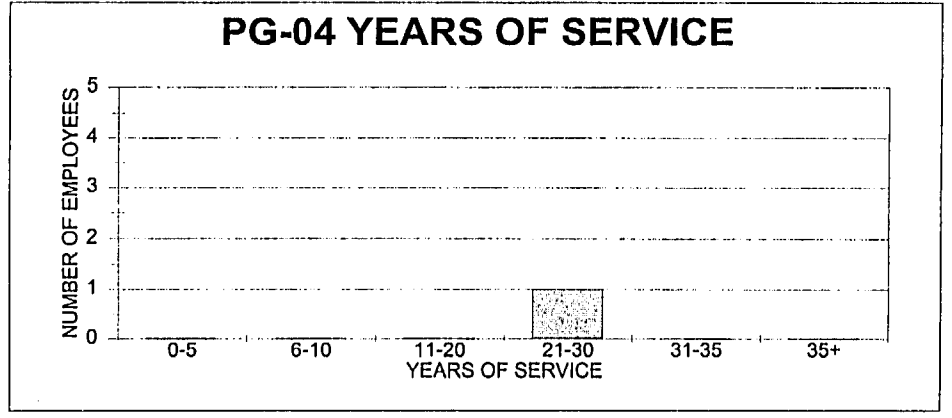
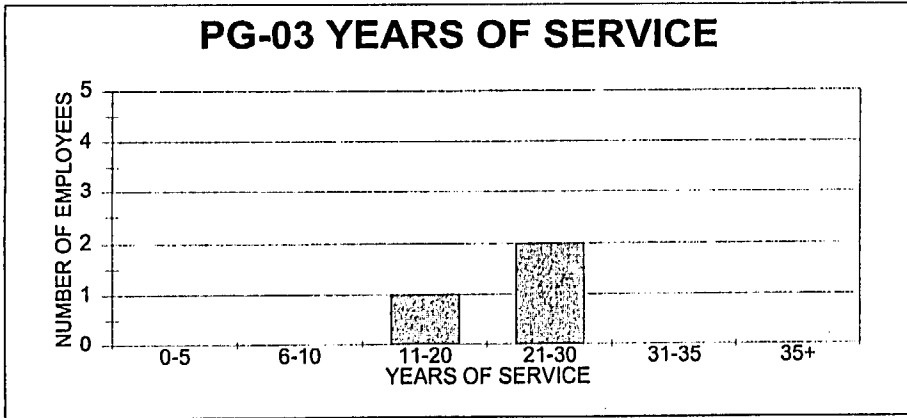
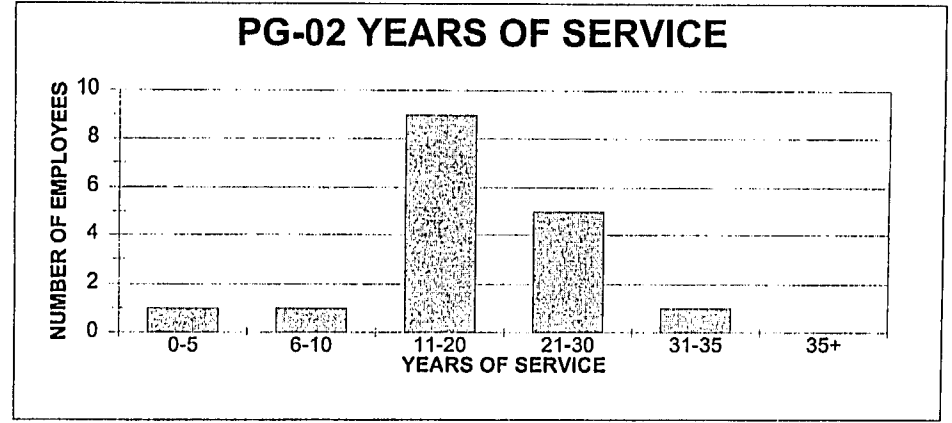
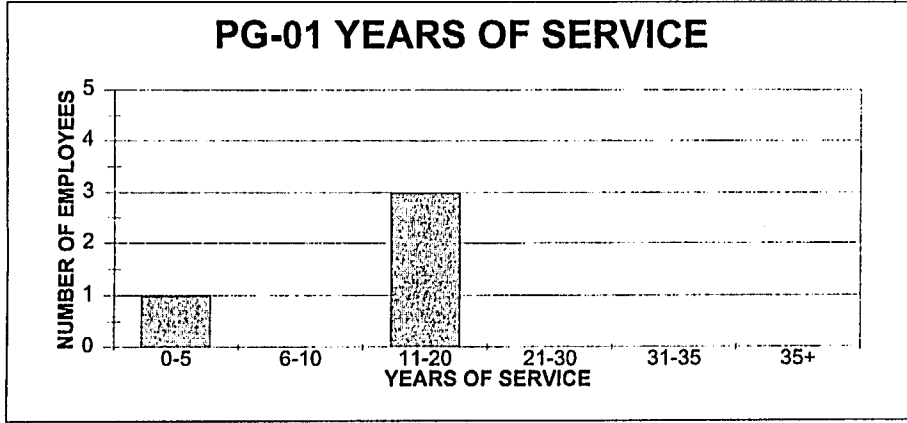
LEVEL	MALE	FEMALE	TOTAL
PE-02	0	1	1
PE-03	5	14	19
PE-04	4	5	9
PE-05	2	2	4
PE-06	1	1	2
TOTAL	12	23	35

EXPECTED RETIREMENT BREAKDOWN*

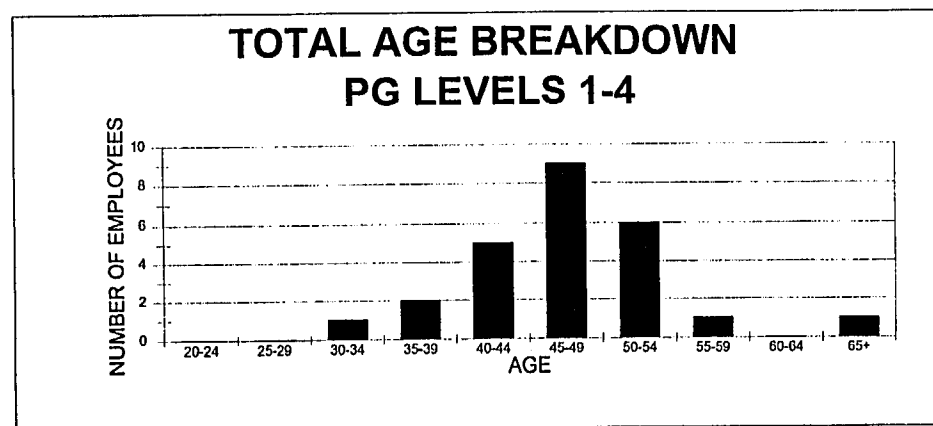
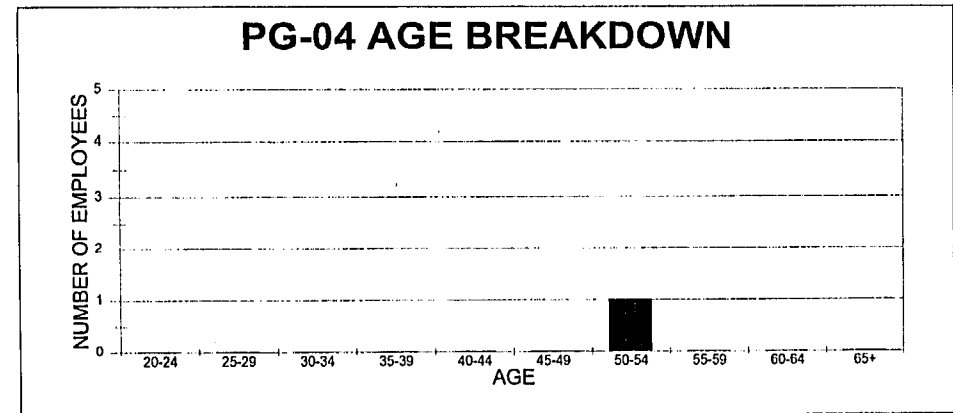
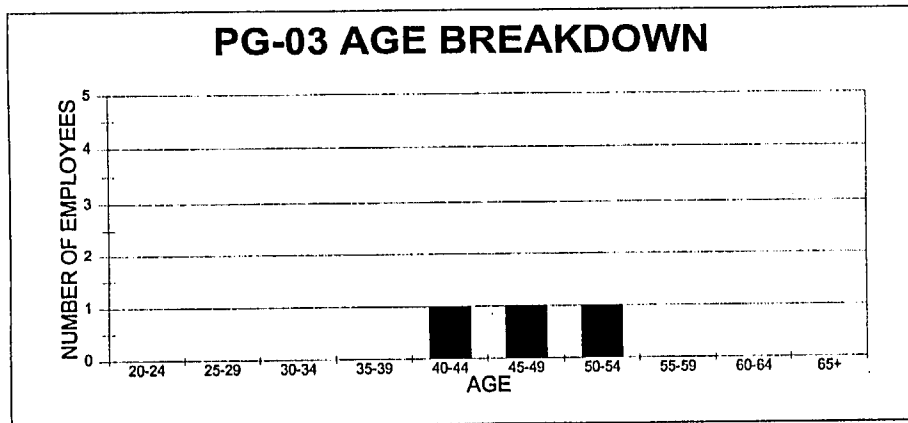
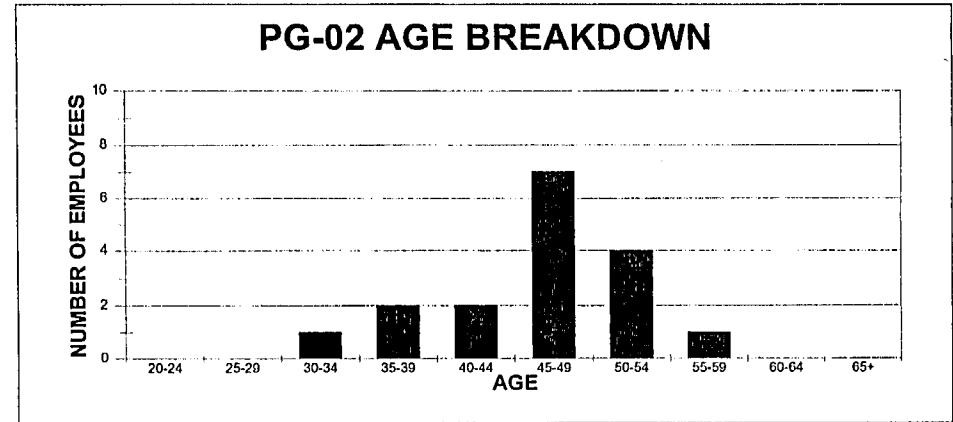
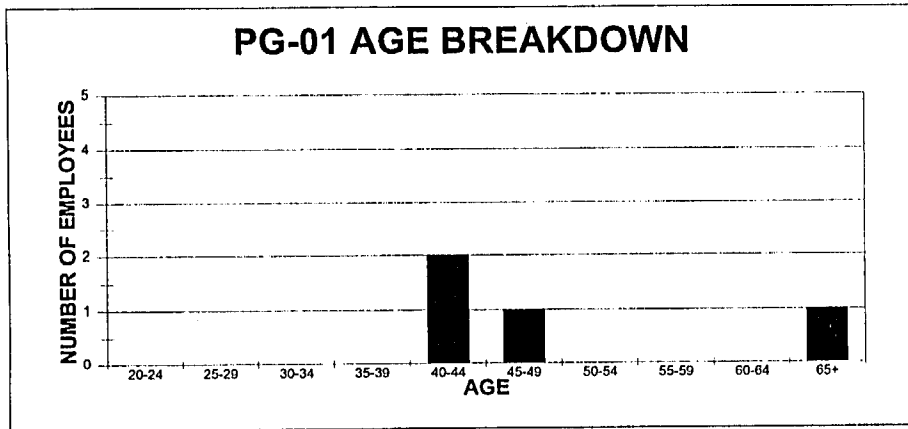
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
PE-02	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%
PE-03	1	5%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	2	12%	0	0%
PE-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	11%	0	0%	2	25%
PE-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PE-06	1	50%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	2	6%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	1	3%	1	3%	2	7%	2	7%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

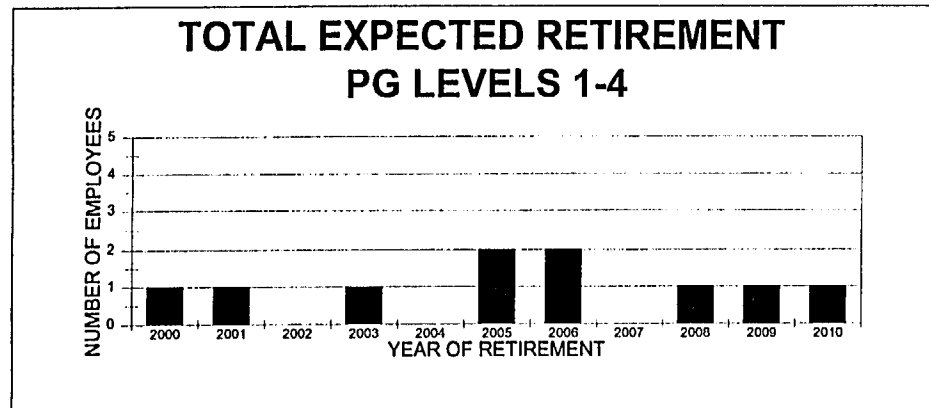
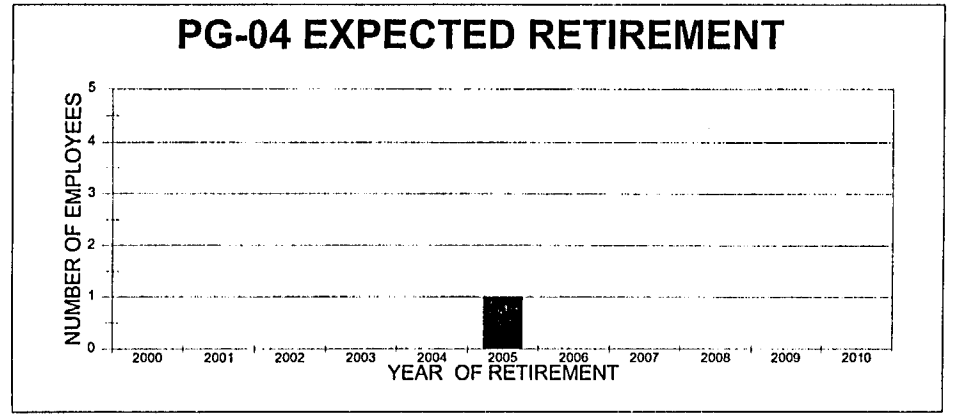
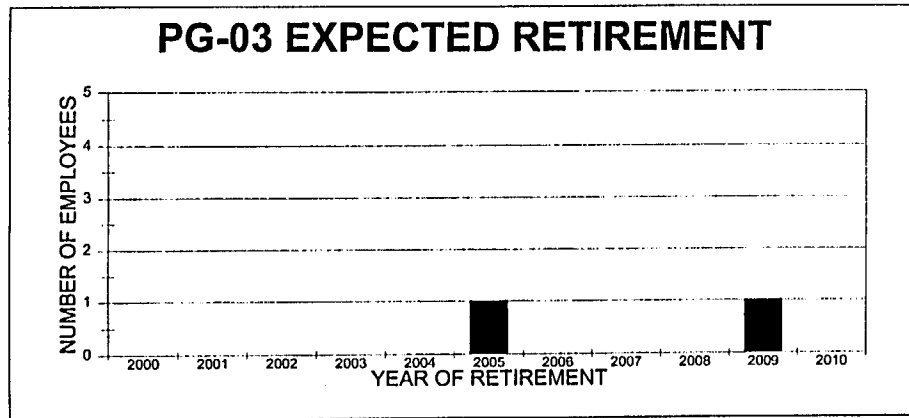
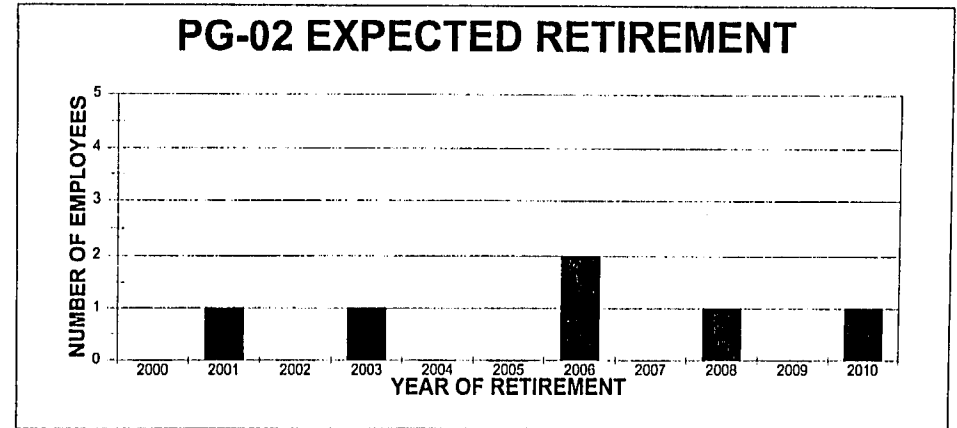
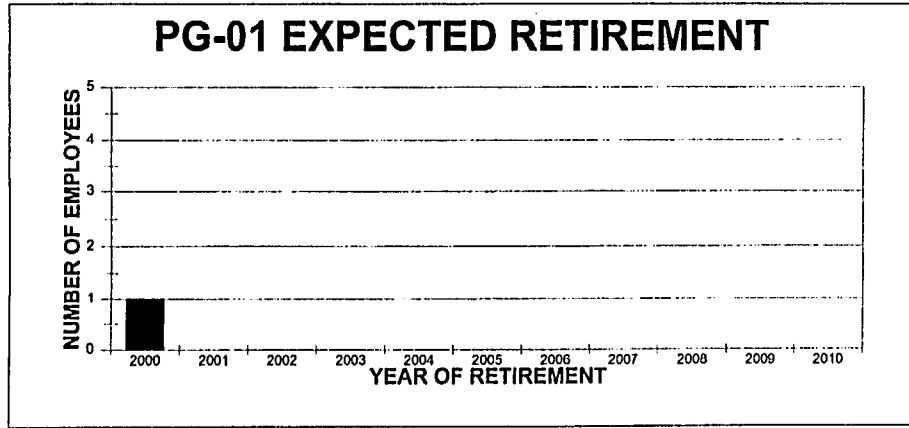
NON-ROTATIONAL PURCHASING & SUPPLY PERSONNEL (PG) LEVELS 1-4 YEARS OF SERVICE



NON-ROTATIONAL PURCHASING & SUPPLY PERSONNEL (PG) LEVELS 1-4 AGE BREAKDOWN

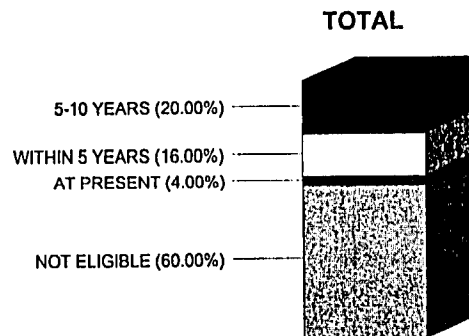
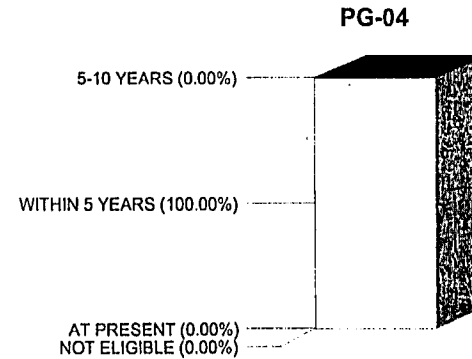
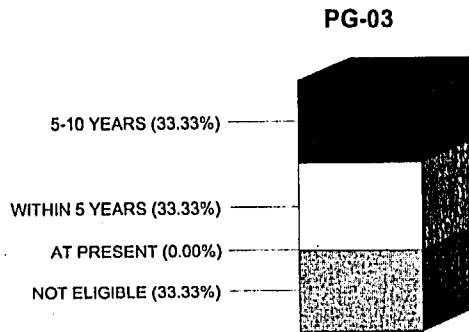
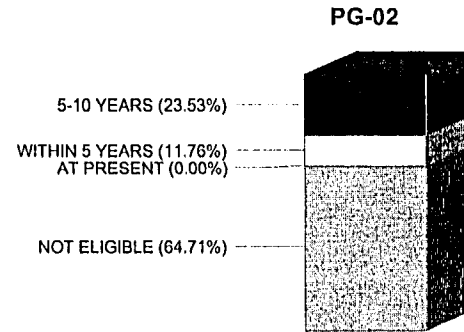
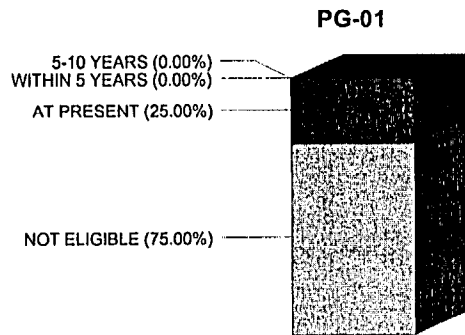


NON-ROTATIONAL PURCHASING & SUPPLY PERSONNEL (PG) LEVELS 1-4 EXPECTED RETIREMENT*



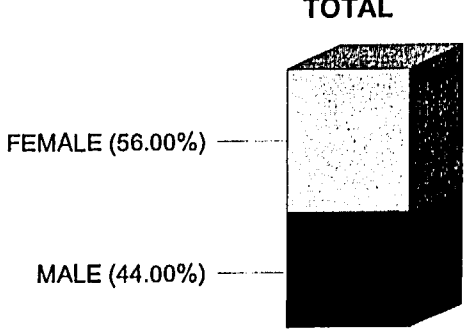
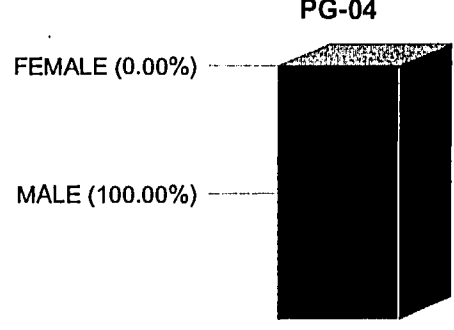
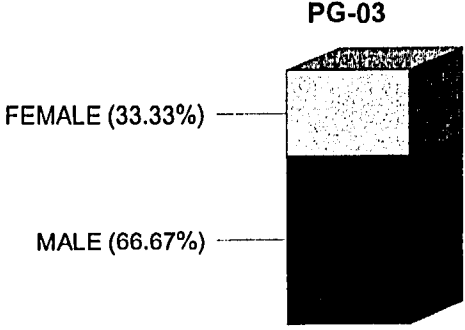
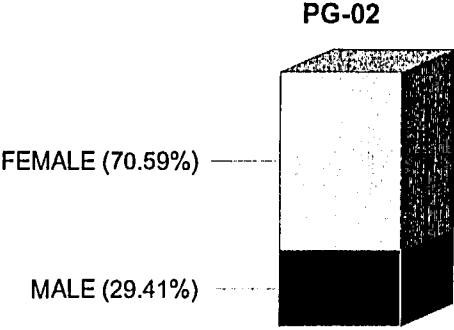
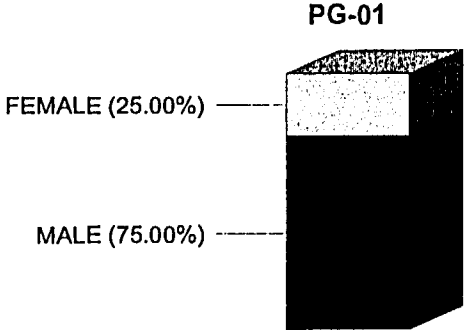
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL PG RETIREMENT POTENTIAL TIME RANGES*

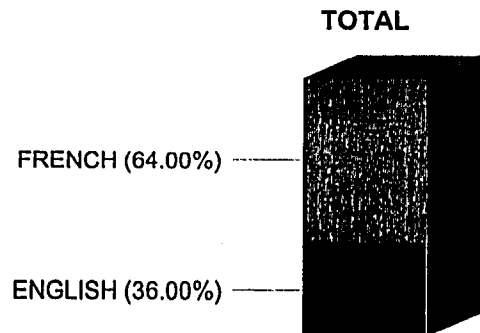
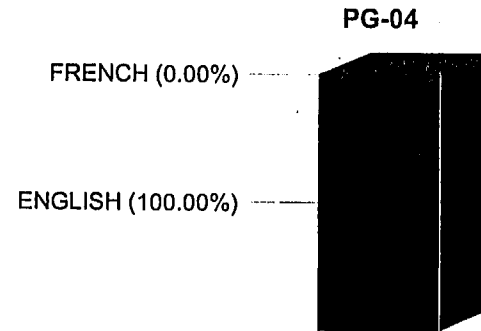
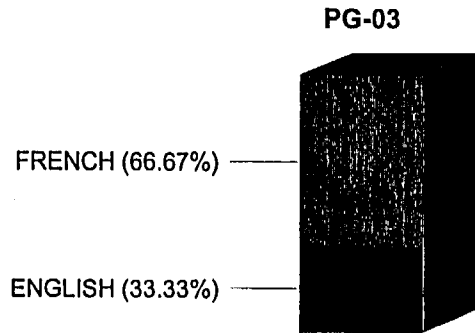
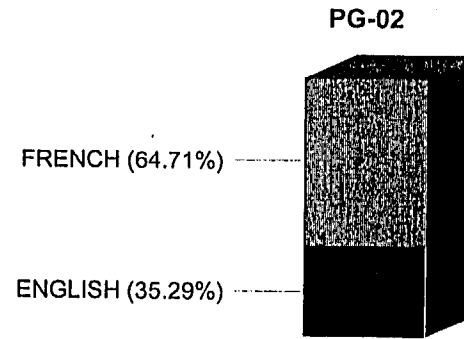
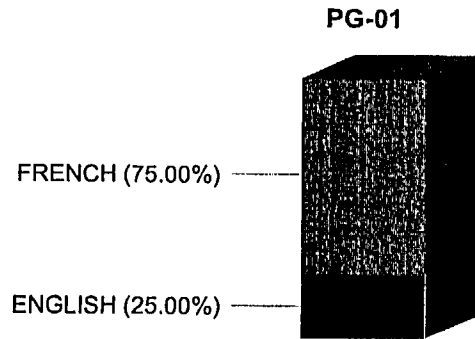


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL PG GENDER DISTRIBUTION



NON-ROTATIONAL PG LINGUISTIC DISTRIBUTION



SUMMARY OF NON-ROTATIONAL PURCHASING & SUPPLY PERSONNEL (PG) LEVELS 1-4

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
PG-01	1	3	4
PG-02	6	11	17
PG-03	1	2	3
PG-04	1	0	1
TOTAL	9	16	25

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
PG-01	0%	0%	0%	0%	50%	25%	0%	0%	0%	25%	4
PG-02	0%	0%	6%	12%	12%	41%	24%	6%	0%	0%	17
PG-03	0%	0%	0%	0%	33%	33%	33%	0%	0%	0%	3
PG-04	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	1
TOTAL	0%	0%	4%	8%	20%	36%	24%	4%	0%	4%	25

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	6-10 YEARS	TOTAL
PG-01	75%	25%	0%	0%	4
PG-02	65%	0%	12%	24%	17
PG-03	33%	0%	33%	33%	3
PG-04	0%	0%	100%	0%	1
TOTAL	60%	4%	16%	20%	25

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
PG-01	25%	0%	75%	0%	0%	0%	4
PG-02	6%	6%	53%	29%	6%	0%	17
PG-03	0%	0%	33%	67%	0%	0%	3
PG-04	0%	0%	0%	100%	0%	0%	1
TOTAL	8%	4%	52%	32%	4%	0%	25

GENDER DISTRUBUTION

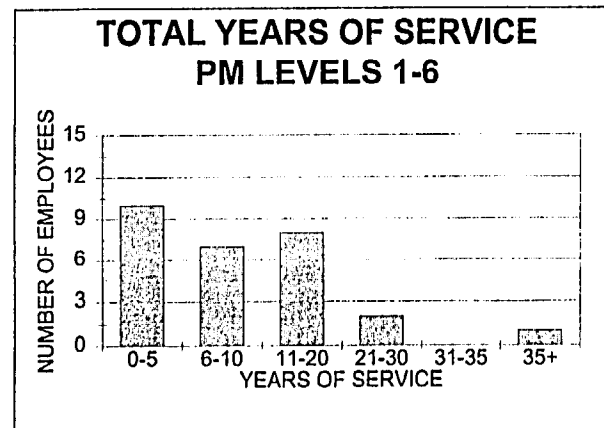
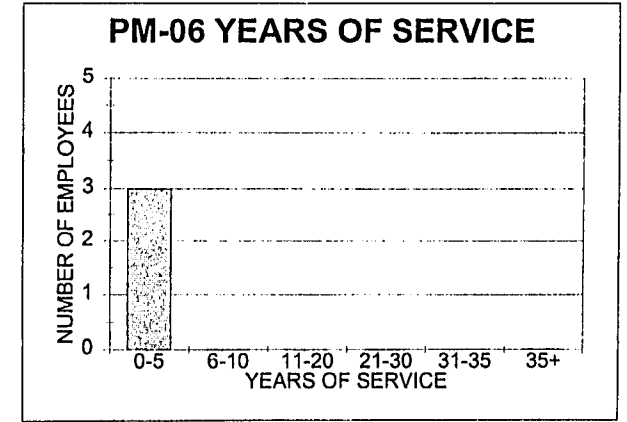
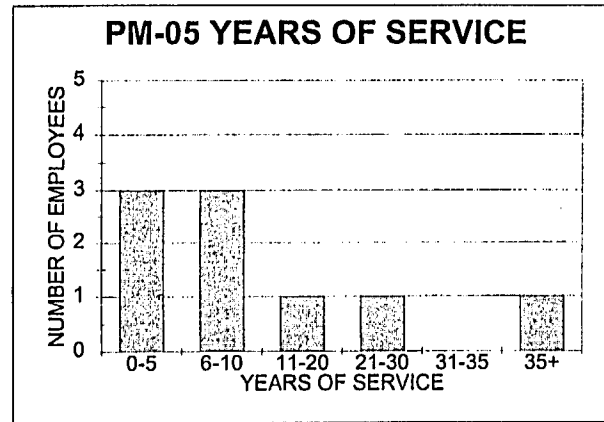
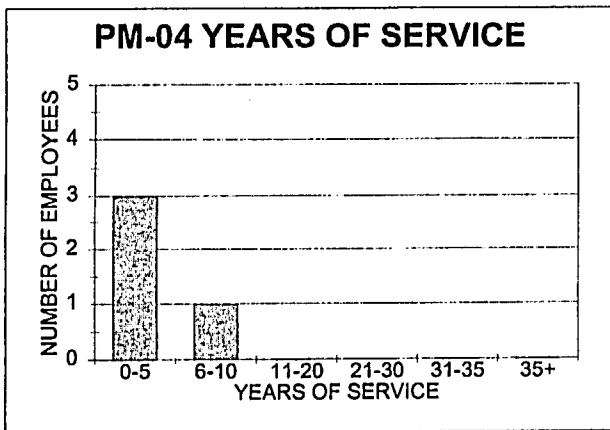
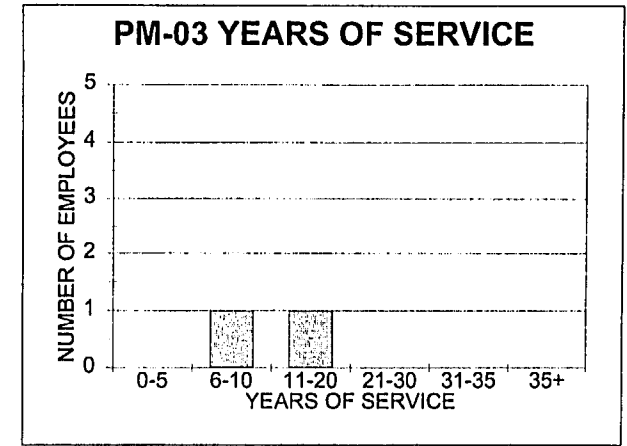
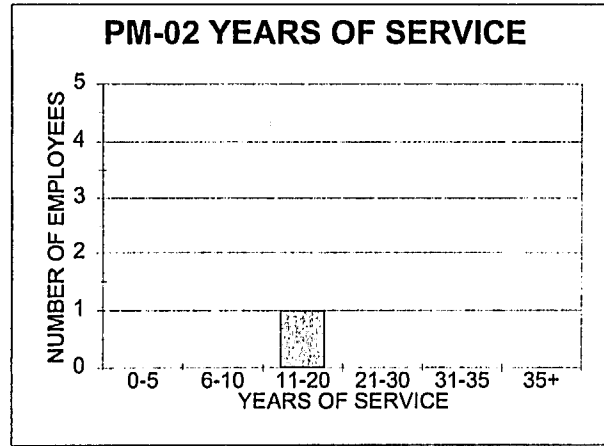
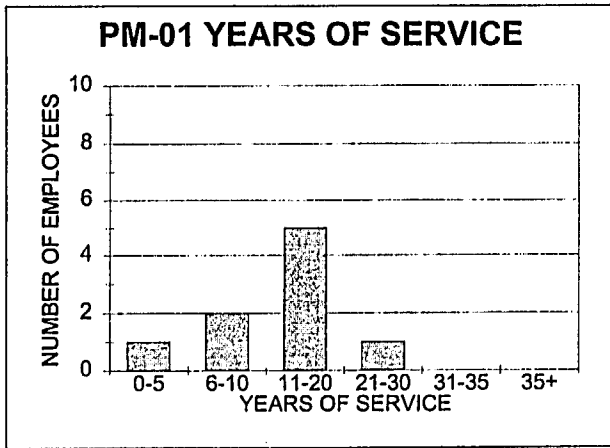
LEVEL	MALE	FEMALE	TOTAL
PG-01	3	1	4
PG-02	5	12	17
PG-03	2	1	3
PG-04	1	0	1
TOTAL	11	14	25

EXPECTED RETIREMENT BREAKDOWN*

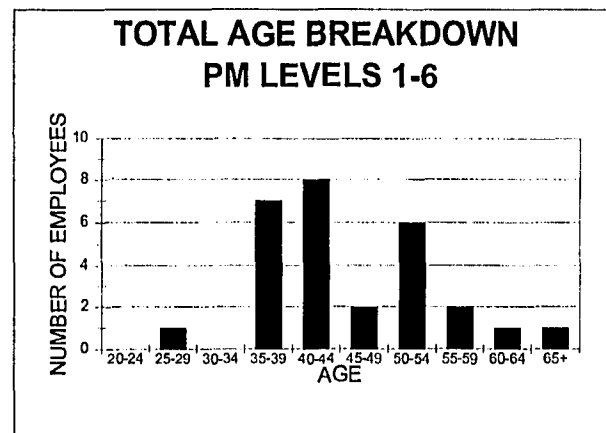
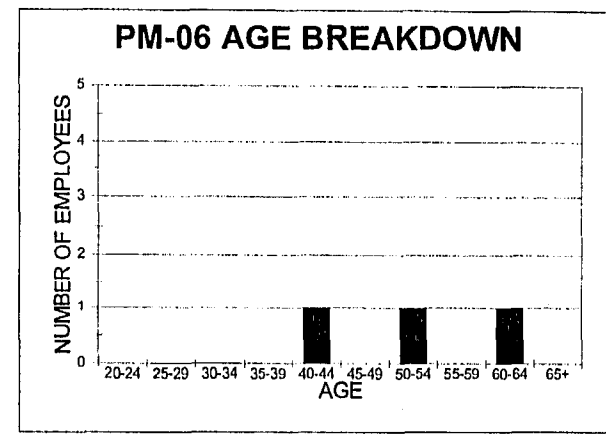
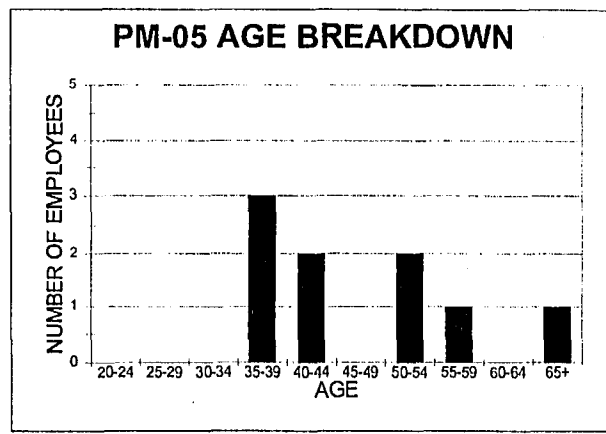
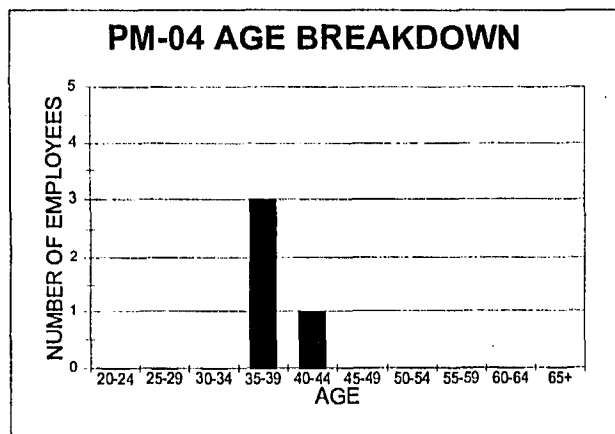
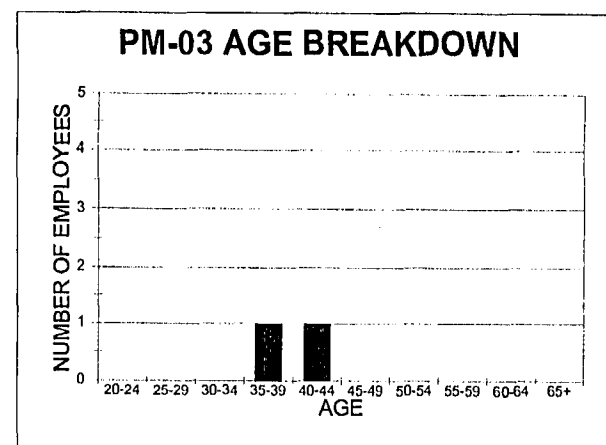
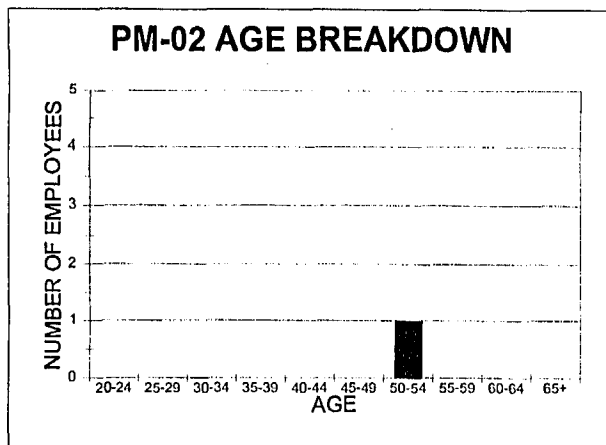
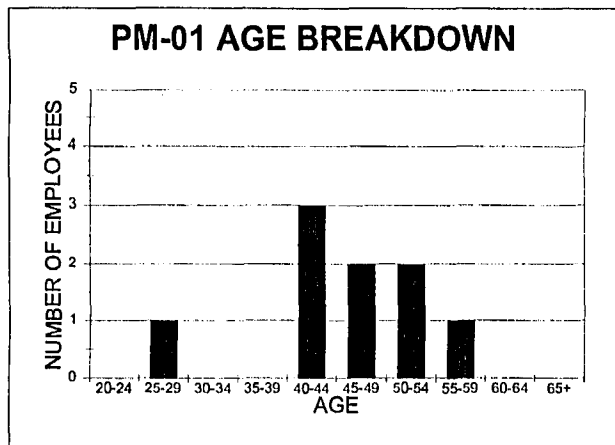
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
PG-01	1	25%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PG-02	0	0%	1	6%	0	0%	1	6%	0	0%	0	0%	2	13%	0	0%	1	8%	0	0%	1	8%
PG-03	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%	1	50%	0	0%
PG-04	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	1	4%	1	4%	0	0%	1	4%	0	0%	2	9%	2	10%	0	0%	1	6%	1	6%	1	6%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL PROGRAM ADMINISTRATION PERSONNEL (PM) LEVELS 1-6 YEARS OF SERVICE

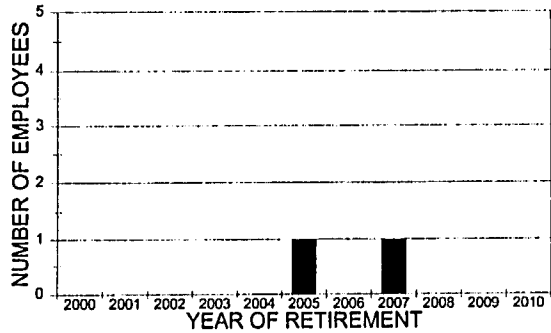


NON-ROTATIONAL PROGRAM ADMINISTRATION PERSONNEL (PM) LEVELS 1-6 AGE BREAKDOWN

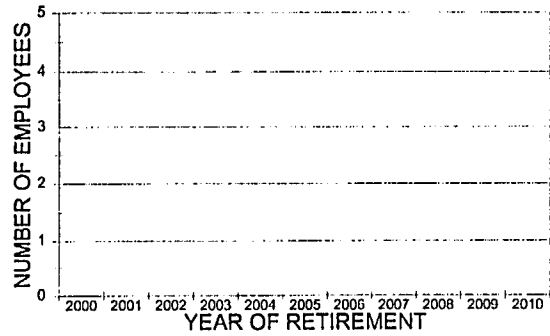


NON-ROTATIONAL PROGRAM ADMINISTRATION PERSONNEL (PM) LEVELS 1-6 EXPECTED RETIREMENT*

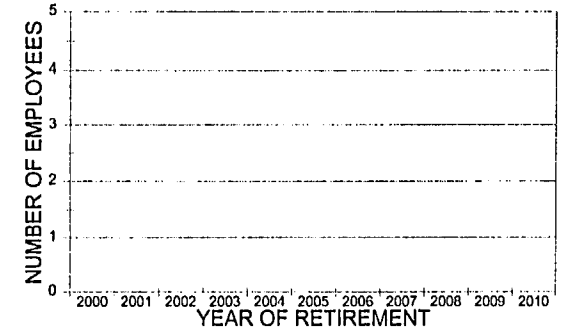
PM-01 EXPECTED RETIREMENT



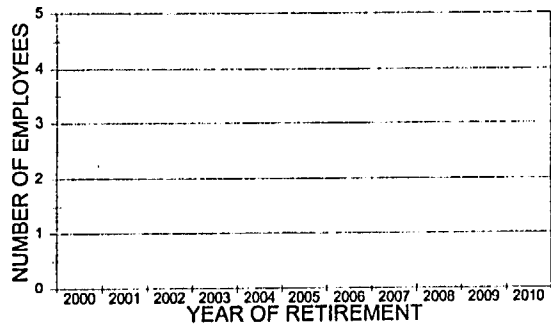
PM-02 EXPECTED RETIREMENT



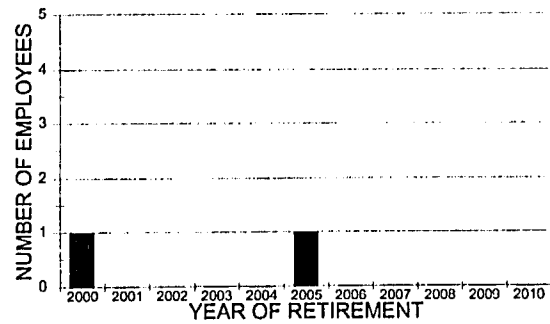
PM-03 EXPECTED RETIREMENT



PM-04 EXPECTED RETIREMENT



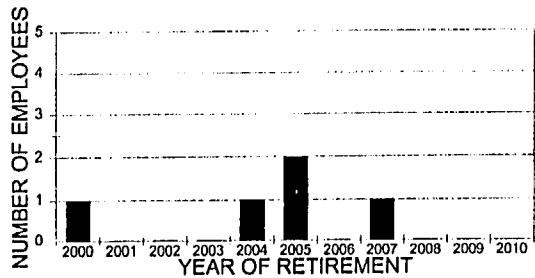
PM-05 EXPECTED RETIREMENT



PM-06 EXPECTED RETIREMENT

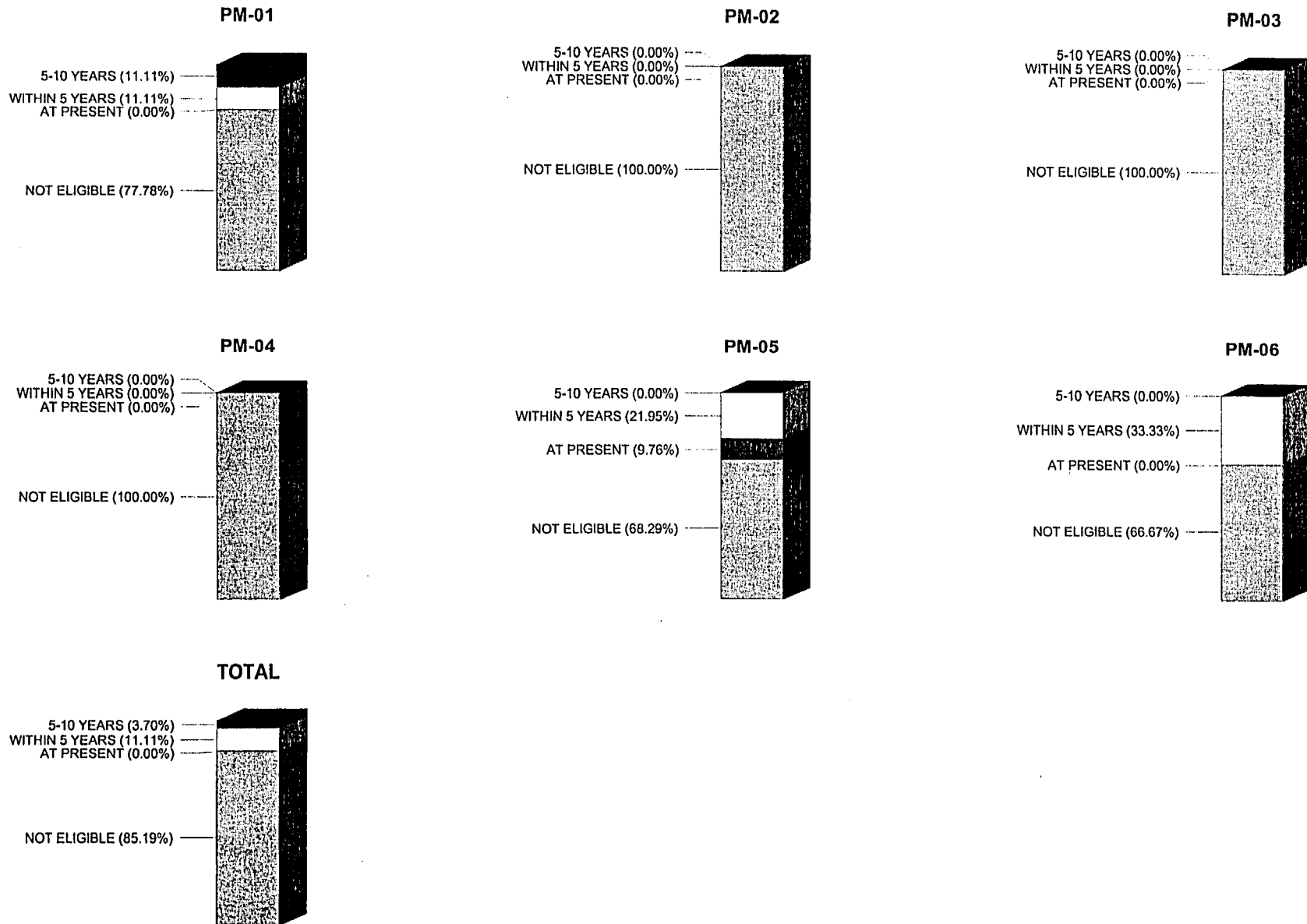


**TOTAL EXPECTED RETIREMENT
PM LEVELS 1-6**



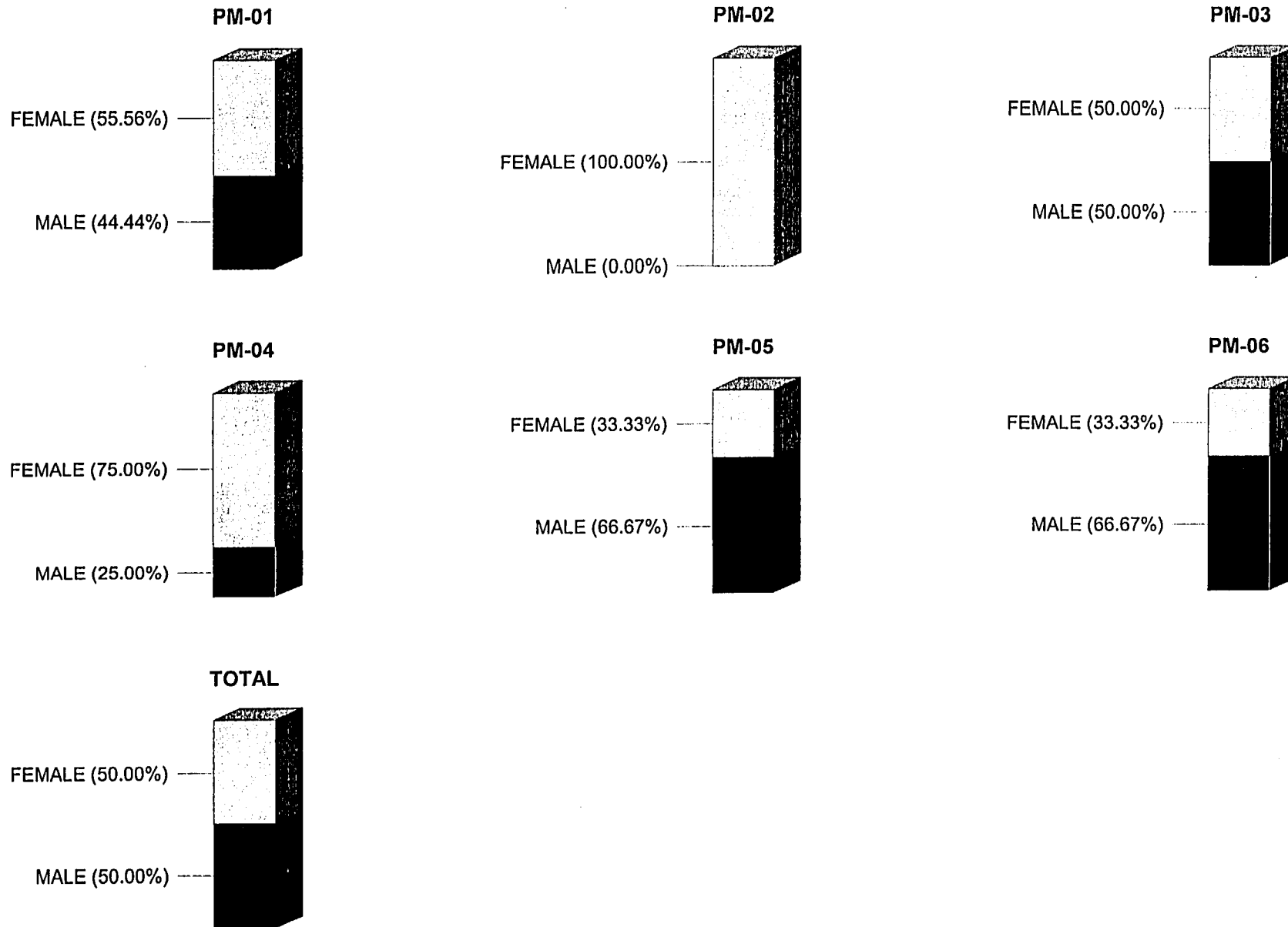
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL PM RETIREMENT POTENTIAL TIME RANGES*

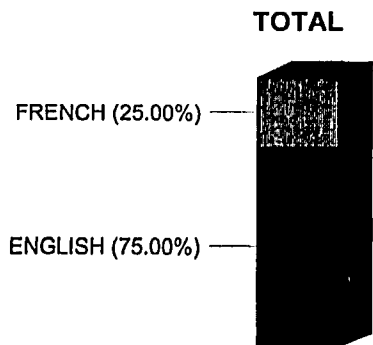
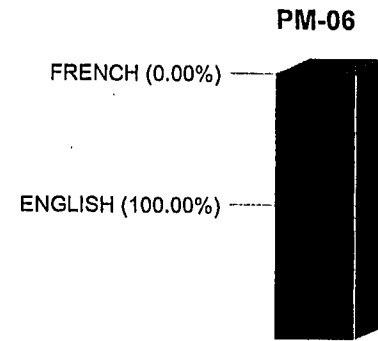
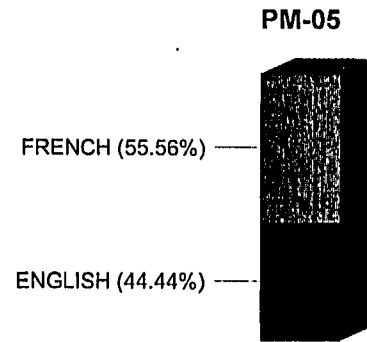
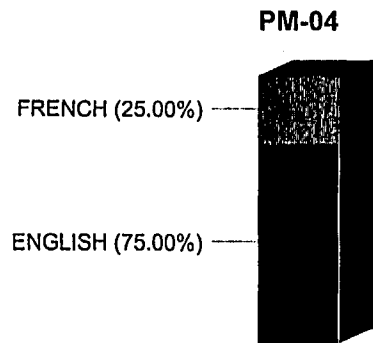
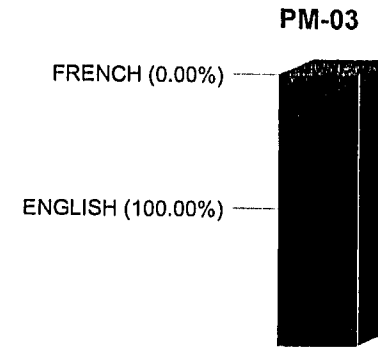
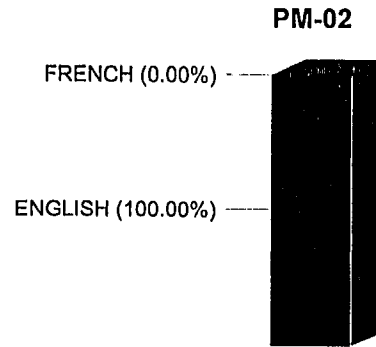
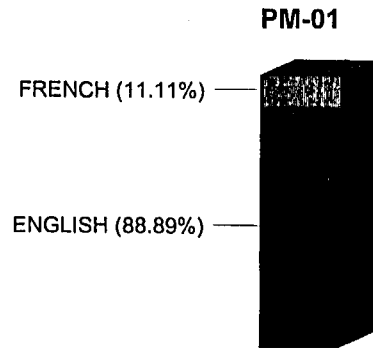


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL PM GENDER DISTRIBUTION



NON-ROTATIONAL PM LINGUISTIC DISTRIBUTION



SUMMARY OF NON-ROTATIONAL PROGRAM ADMINISTRATION PERSONNEL (PM) LEVELS 1-6

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
PM-01	8	1	9
PM-02	1	0	1
PM-03	2	0	2
PM-04	3	1	4
PM-05	4	5	9
PM-06	3	0	3
TOTAL	21	7	28

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
PM-01	0%	11%	0%	0%	33%	22%	22%	11%	0%	0%	9
PM-02	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	1
PM-03	0%	0%	0%	50%	50%	0%	0%	0%	0%	0%	2
PM-04	0%	0%	0%	75%	25%	0%	0%	0%	0%	0%	4
PM-05	0%	0%	0%	33%	22%	0%	22%	11%	0%	11%	9
PM-06	0%	0%	0%	0%	33%	0%	33%	0%	33%	0%	3
TOTAL	0%	4%	0%	25%	29%	7%	21%	7%	4%	4%	28

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
PM-01	78%	0%	11%	11%	9
PM-02	100%	0%	0%	0%	1
PM-03	100%	0%	0%	0%	2
PM-04	100%	0%	0%	0%	4
PM-05	78%	11%	25%	0%	9
PM-06	67%	0%	33%	0%	3
TOTAL	82%	0%	11%	4%	28

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
PM-01	11%	22%	56%	11%	0%	0%	9
PM-02	0%	0%	100%	0%	0%	0%	1
PM-03	0%	50%	50%	0%	0%	0%	2
PM-04	75%	25%	0%	0%	0%	0%	4
PM-05	33%	33%	11%	11%	0%	11%	9
PM-06	100%	0%	0%	0%	0%	0%	3
TOTAL	36%	25%	29%	7%	0%	4%	28

GENDER DISTRIBUTION

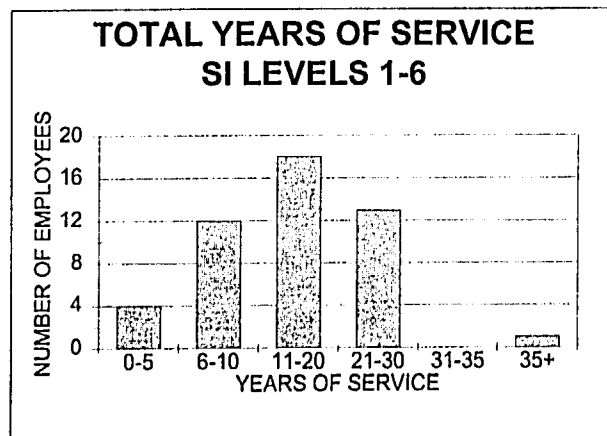
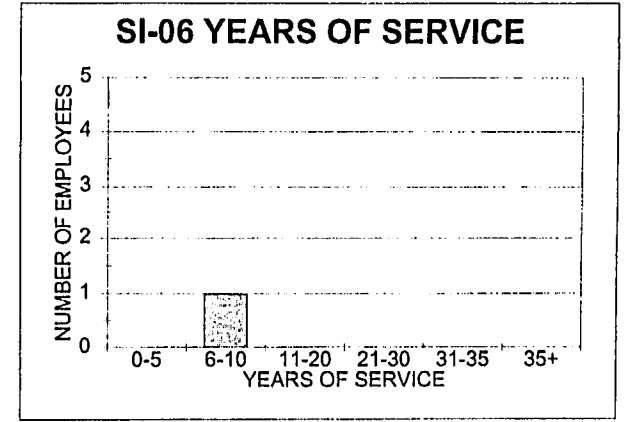
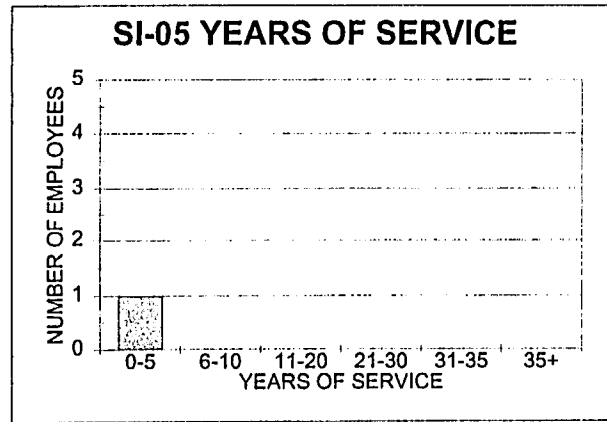
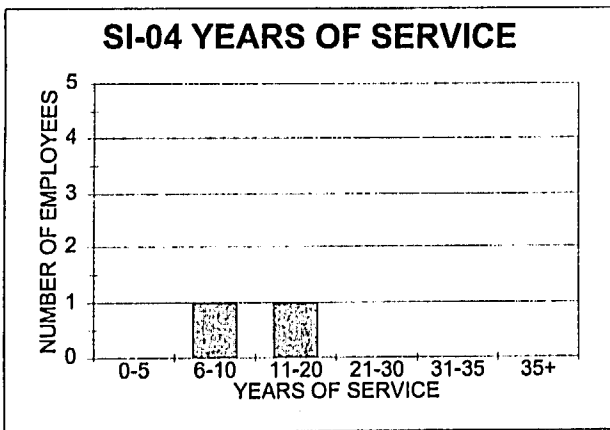
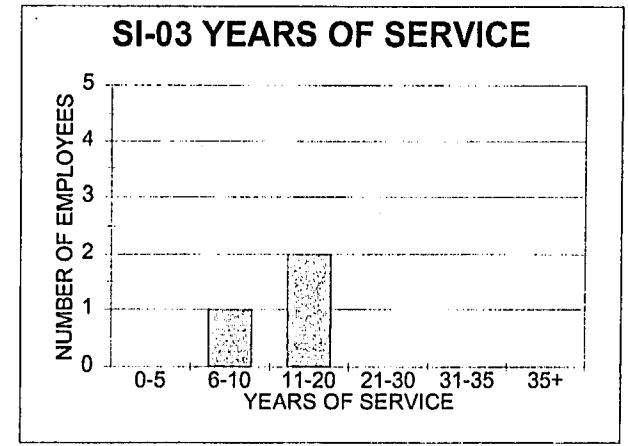
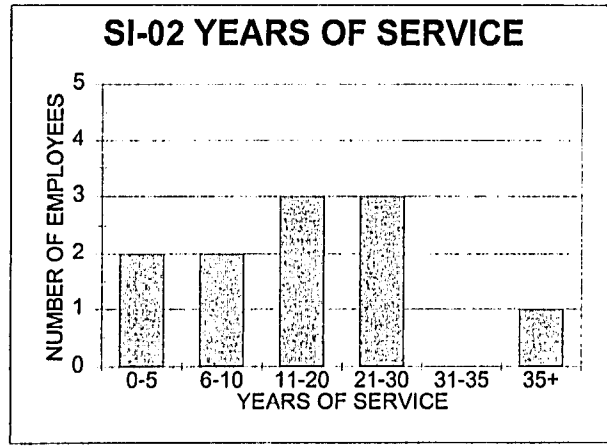
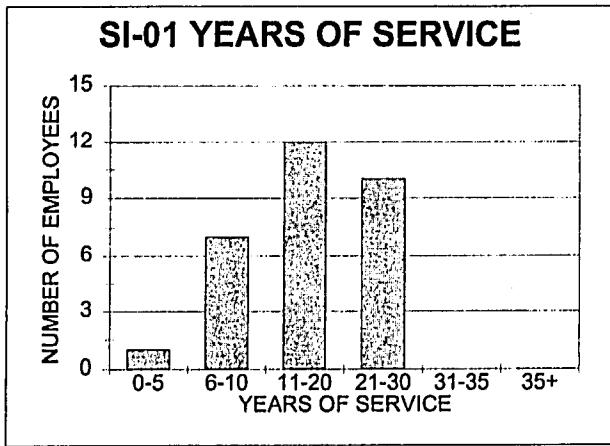
LEVEL	MALE	FEMALE	TOTAL
PM-01	4	5	9
PM-02	0	1	1
PM-03	1	1	2
PM-04	1	3	4
PM-05	6	3	9
PM-06	2	1	3
TOTAL	14	14	28

EXPECTED RETIREMENT BREAKDOWN*

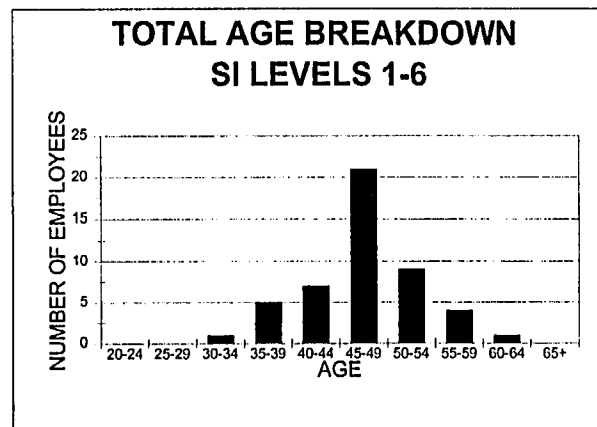
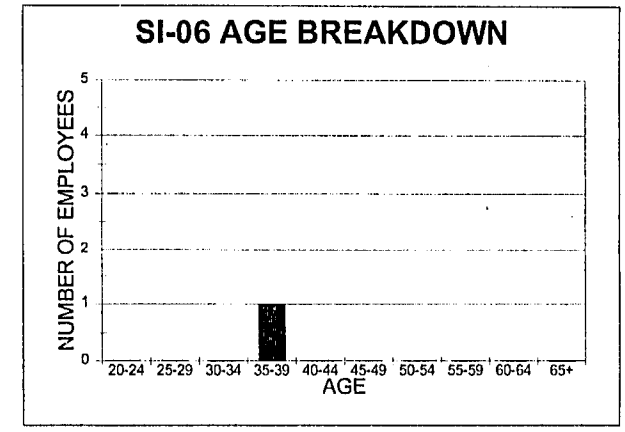
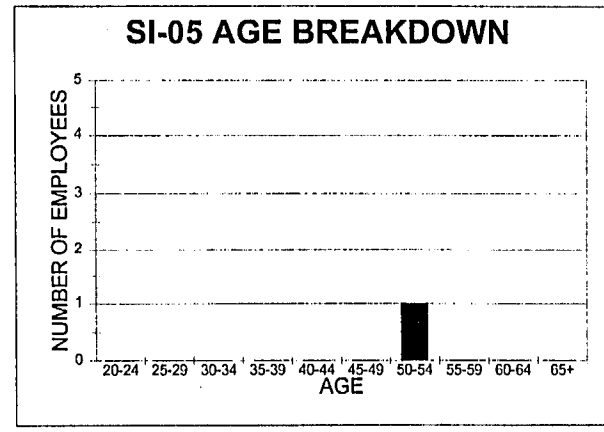
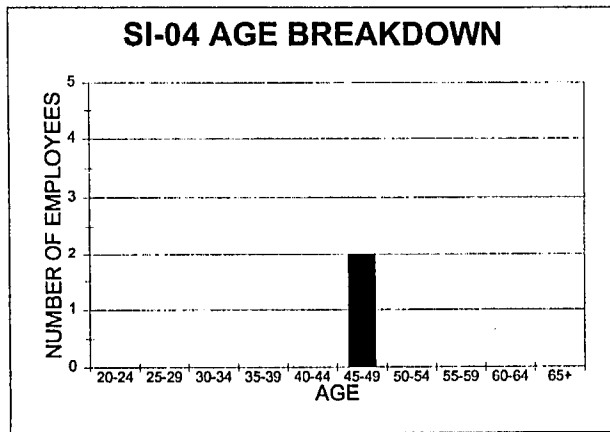
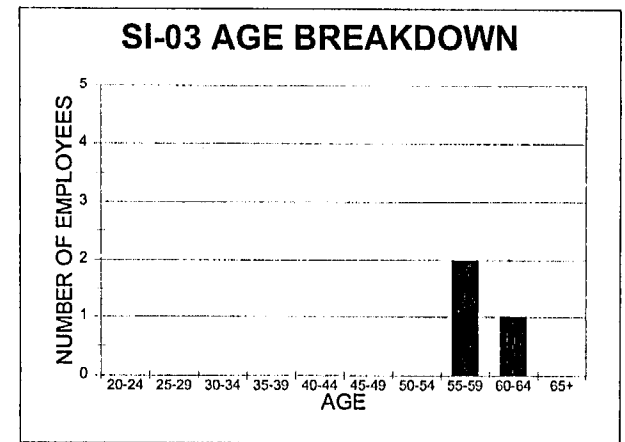
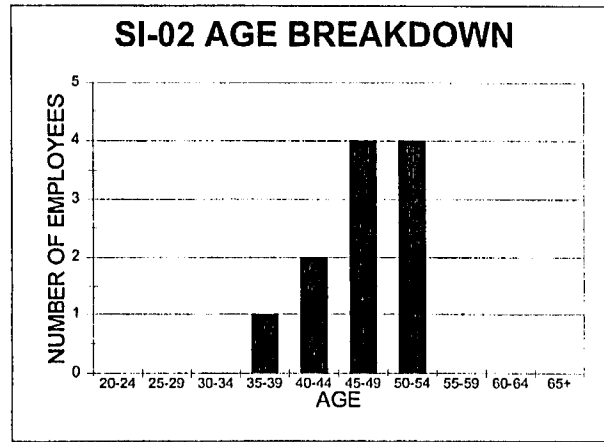
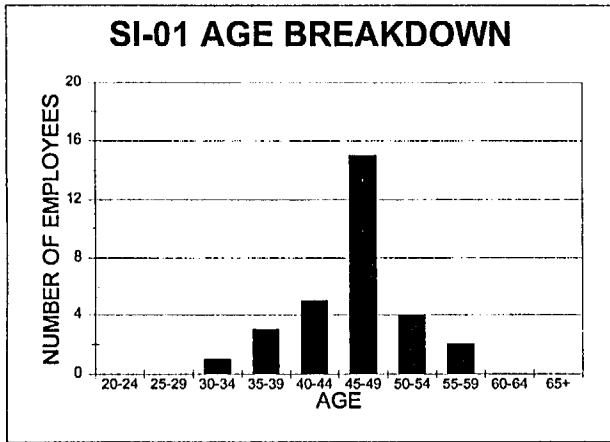
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
PM-01	0	0%	0	0%	0	0%	0	0%	0	0%	1	11%	0	0%	1	13%	0	0%	0	0%	0	0%
PM-02	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PM-03	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PM-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
PM-05	1	11%	0	0%	0	0%	0	0%	0	0%	1	13%	0	0%	0	0%	0	0%	0	0%	0	0%
PM-06	0	0%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	1	4%	0	0%	0	0%	0	0%	1	4%	2	8%	0	0%	1	4%	0	0%	0	0%	0	0%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

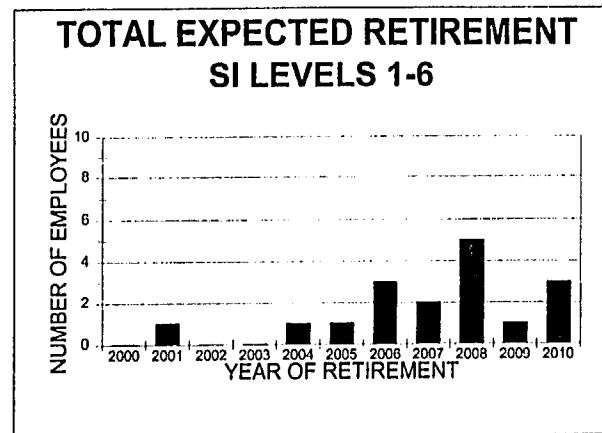
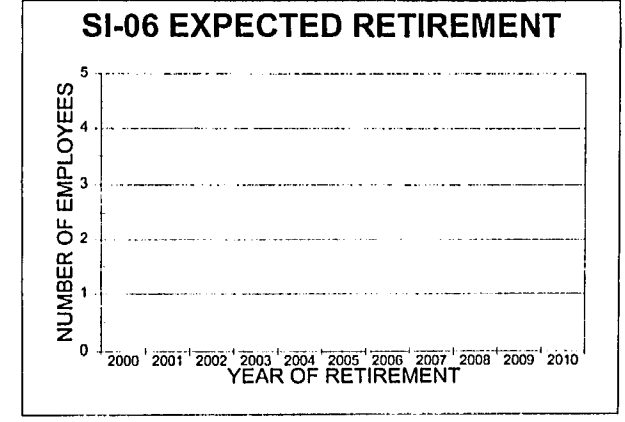
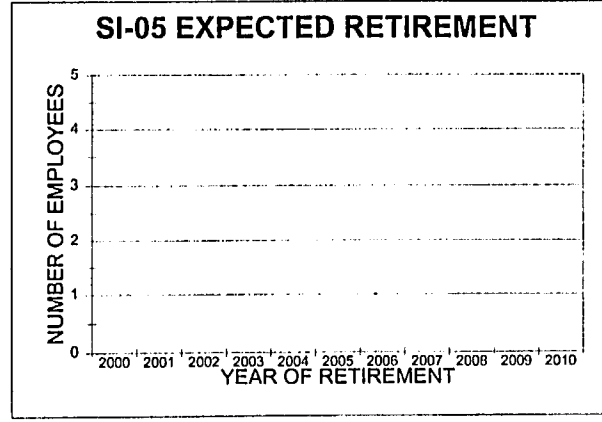
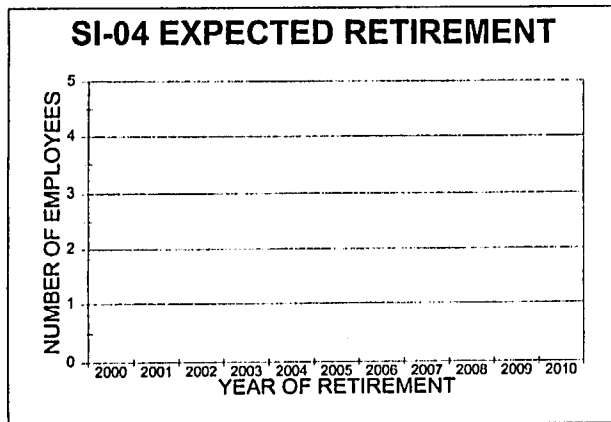
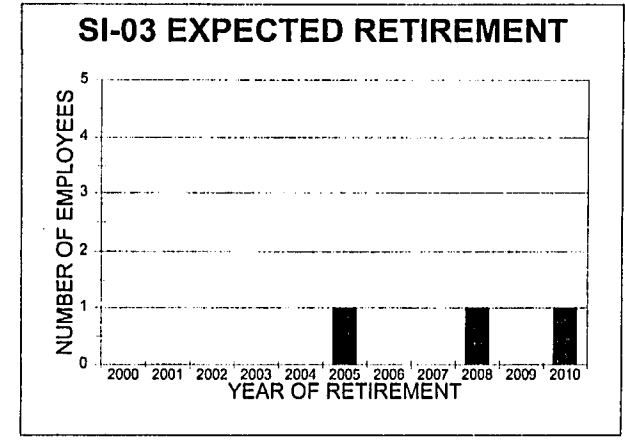
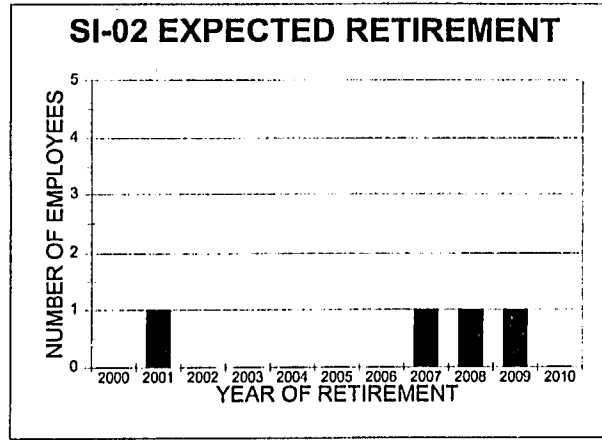
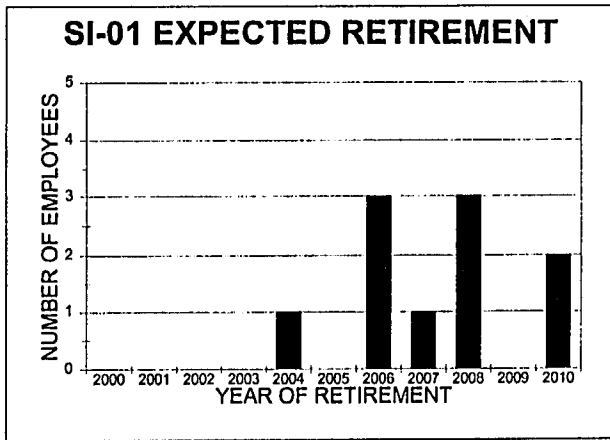
NON-ROTATIONAL SOCIAL SCIENCE PERSONNEL (SI) LEVELS 1-6 YEARS OF SERVICE



NON-ROTATIONAL SOCIAL SCIENCE PERSONNEL (SI) LEVELS 1-6 AGE BREAKDOWN



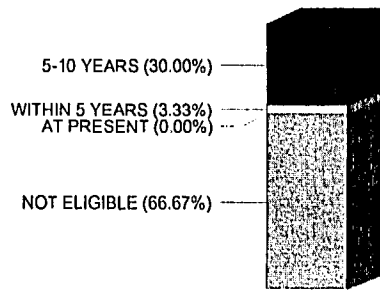
NON-ROTATIONAL SOCIAL SCIENCE PERSONNEL (SI) LEVELS 1-6 EXPECTED RETIREMENT*



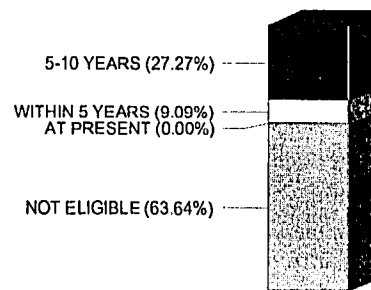
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL SI RETIREMENT POTENTIAL TIME RANGES*

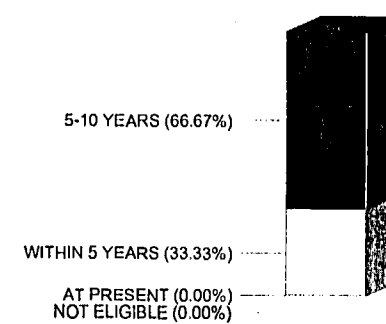
SI-01



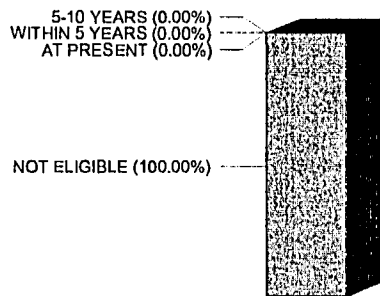
SI-02



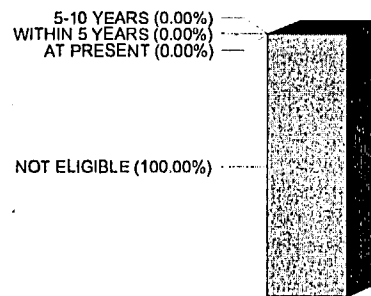
SI-03



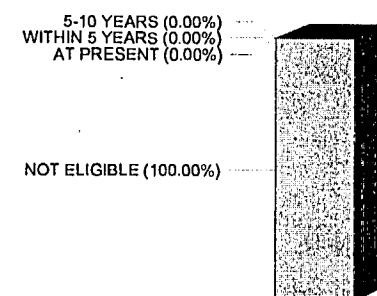
SI-04



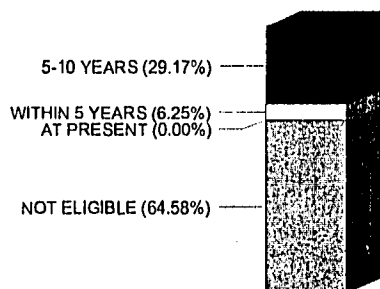
SI-05



SI-06

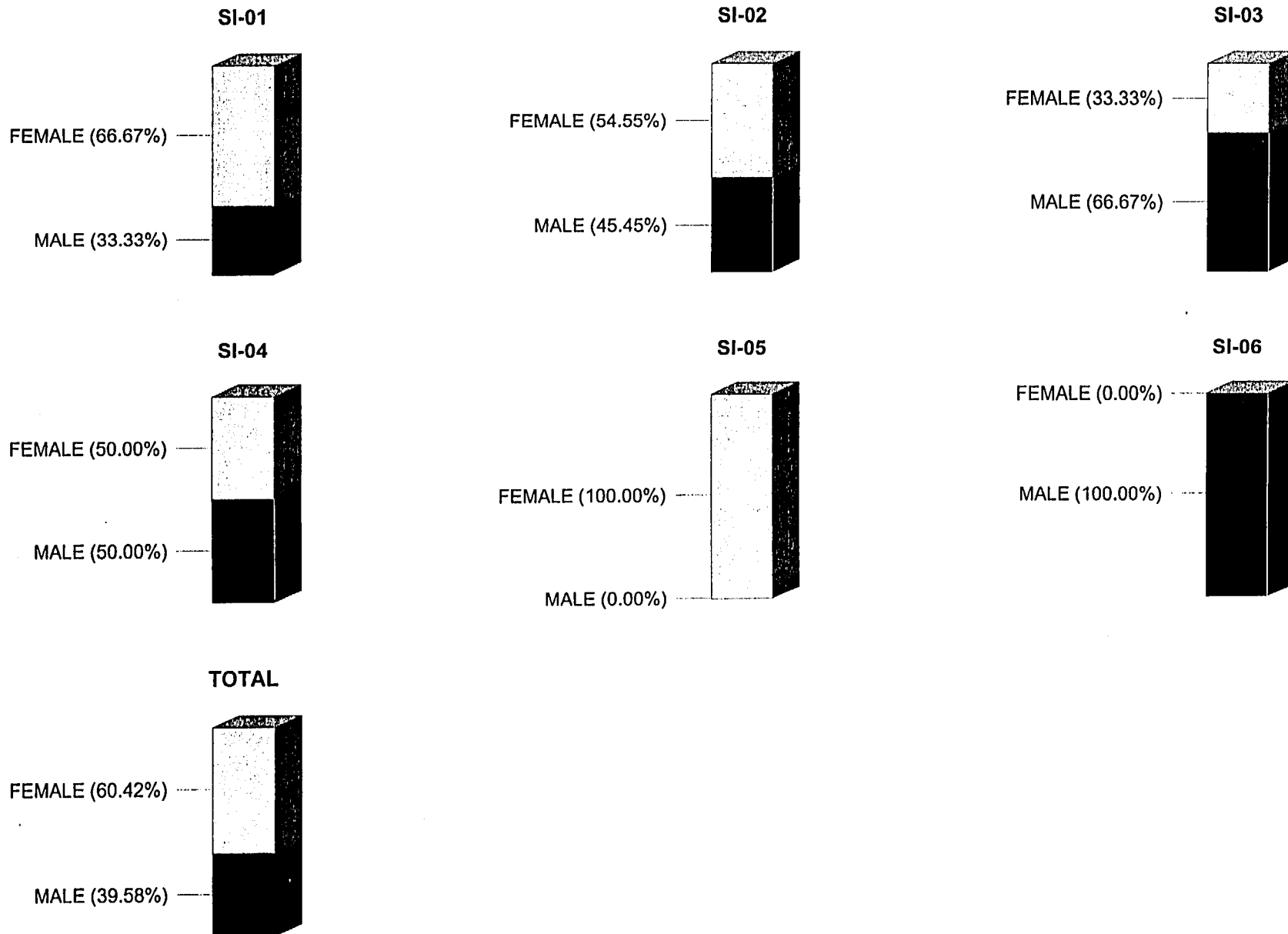


TOTAL

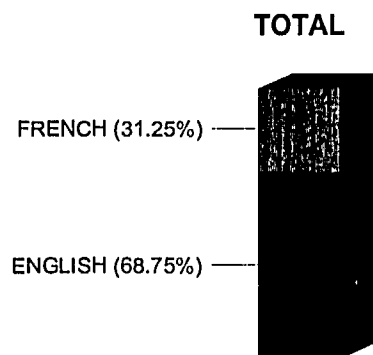
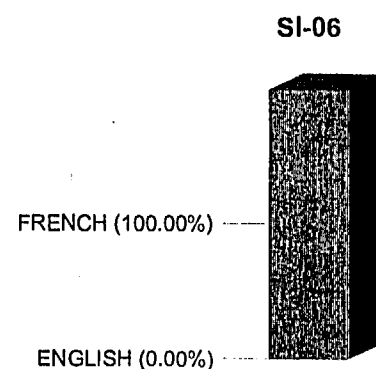
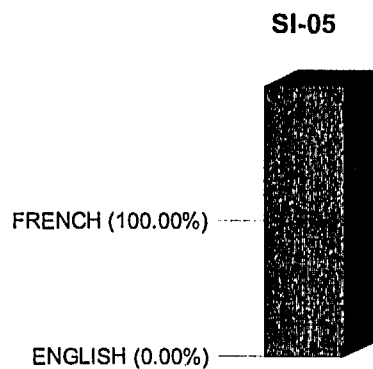
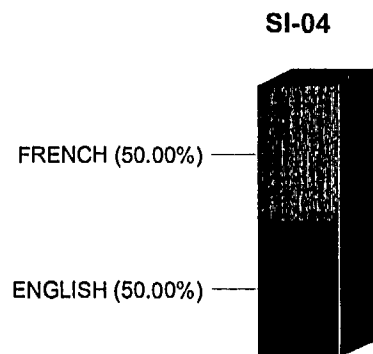
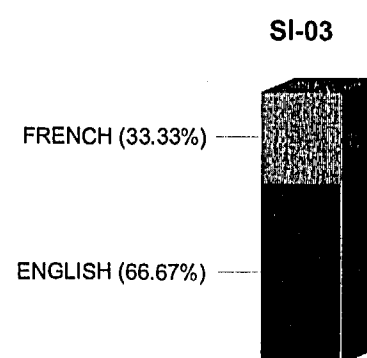
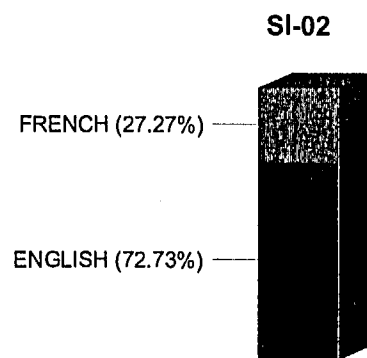
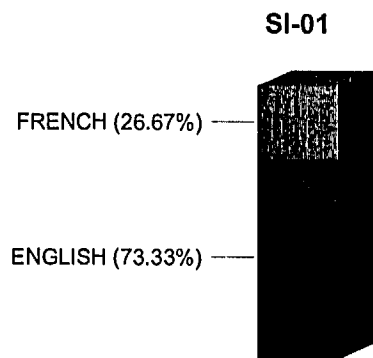


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL SI GENDER DISTRIBUTION



NON-ROTATIONAL SI LINGUISTIC DISTRIBUTION



SUMMARY OF NON-ROTATIONAL SOCIAL SCIENCE PERSONNEL (SI) LEVELS 1-6

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
SI-01	22	8	30
SI-02	8	3	11
SI-03	2	1	3
SI-04	1	1	2
SI-05	0	1	1
SI-06	0	1	1
TOTAL	33	15	48

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
SI-01	0%	0%	3%	10%	17%	50%	13%	7%	0%	0%	30
SI-02	0%	0%	0%	9%	18%	36%	36%	0%	0%	0%	11
SI-03	0%	0%	0%	0%	0%	0%	0%	67%	33%	0%	3
SI-04	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2
SI-05	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	1
SI-06	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	1
TOTAL	0%	0%	2%	10%	15%	44%	19%	8%	2%	0%	48

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
SI-01	67%	0%	3%	30%	30
SI-02	64%	0%	9%	27%	11
SI-03	0%	0%	33%	67%	3
SI-04	100%	0%	0%	0%	2
SI-05	100%	0%	0%	0%	1
SI-06	100%	0%	0%	0%	1
TOTAL	65%	0%	6%	29%	48

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
SI-01	3%	23%	40%	33%	0%	0%	30
SI-02	18%	18%	27%	27%	0%	9%	11
SI-03	0%	33%	67%	0%	0%	0%	3
SI-04	0%	50%	50%	0%	0%	0%	2
SI-05	100%	0%	0%	0%	0%	0%	1
SI-06	0%	100%	0%	0%	0%	0%	1
TOTAL	8%	25%	38%	27%	0%	2%	48

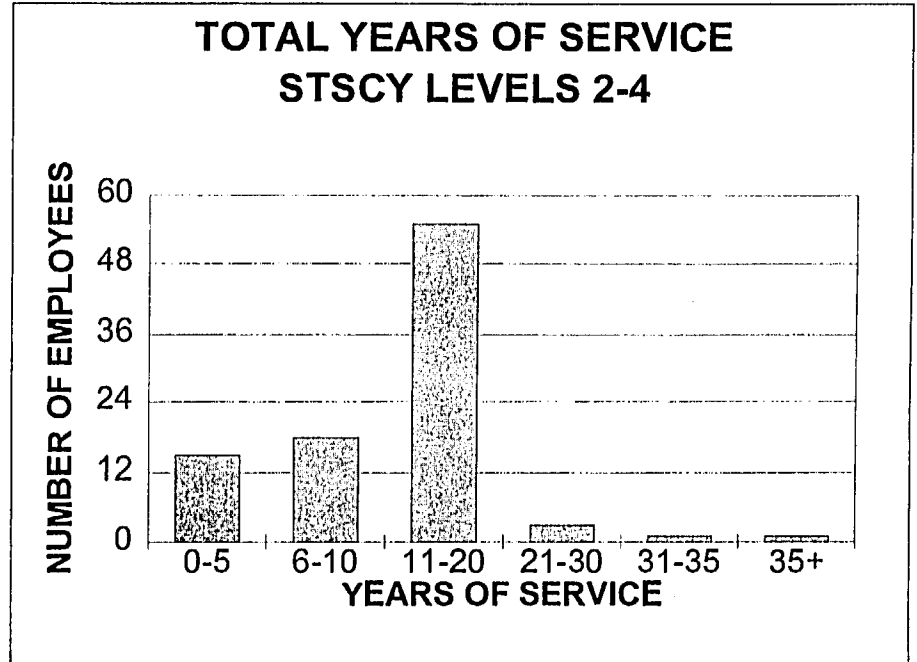
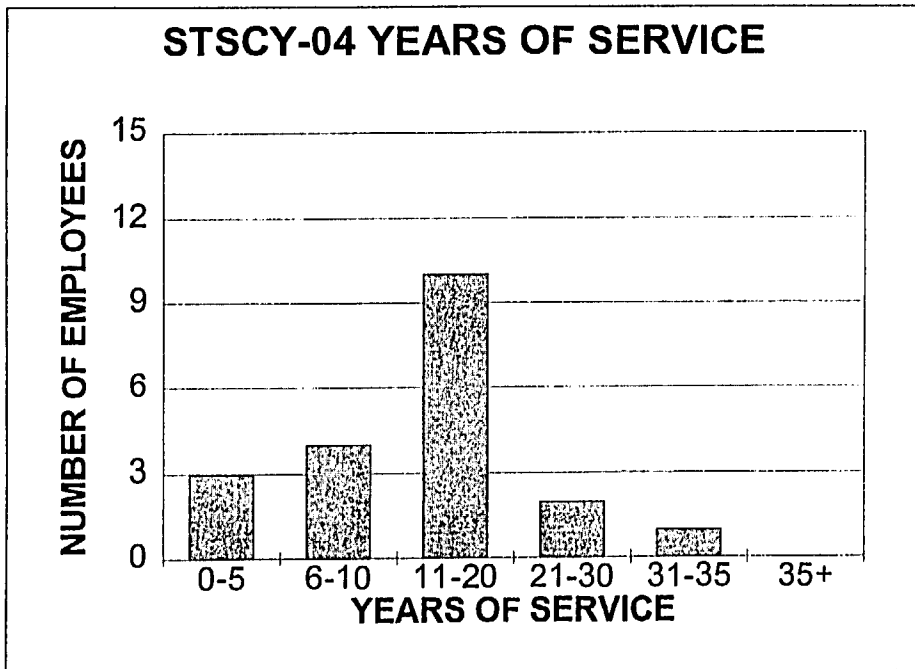
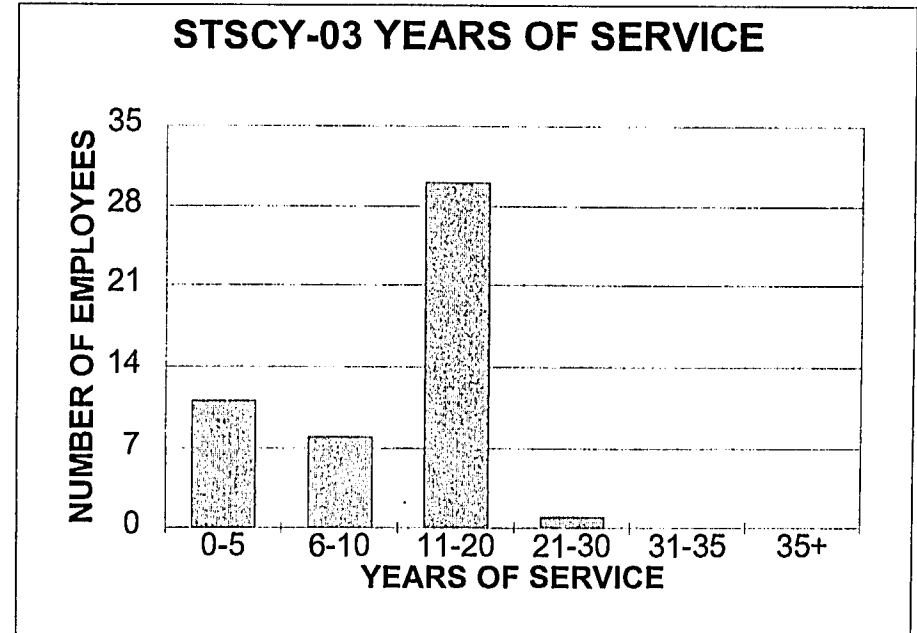
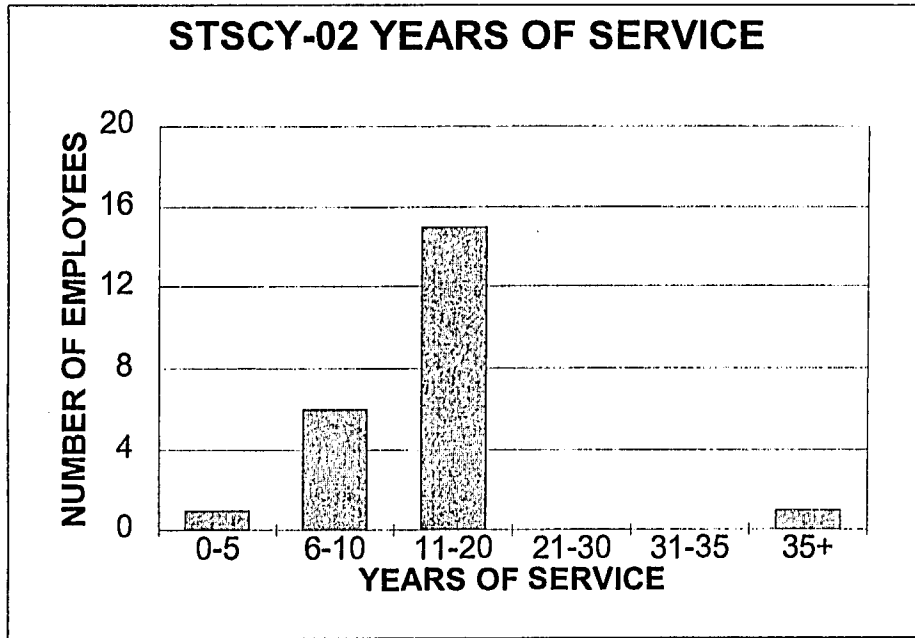
GENDER DISTRUBUTION

LEVEL	MALE	FEMALE	TOTAL
SI-01	10	20	30
SI-02	5	6	11
SI-03	2	1	3
SI-04	1	1	2
SI-05	0	1	1
SI-06	1	0	1
TOTAL	19	29	48

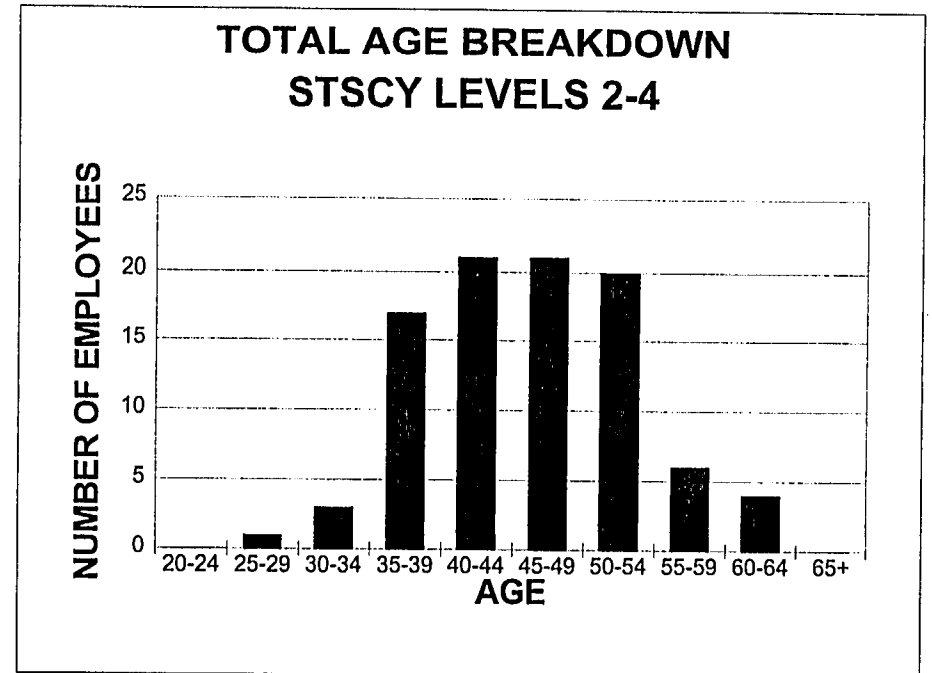
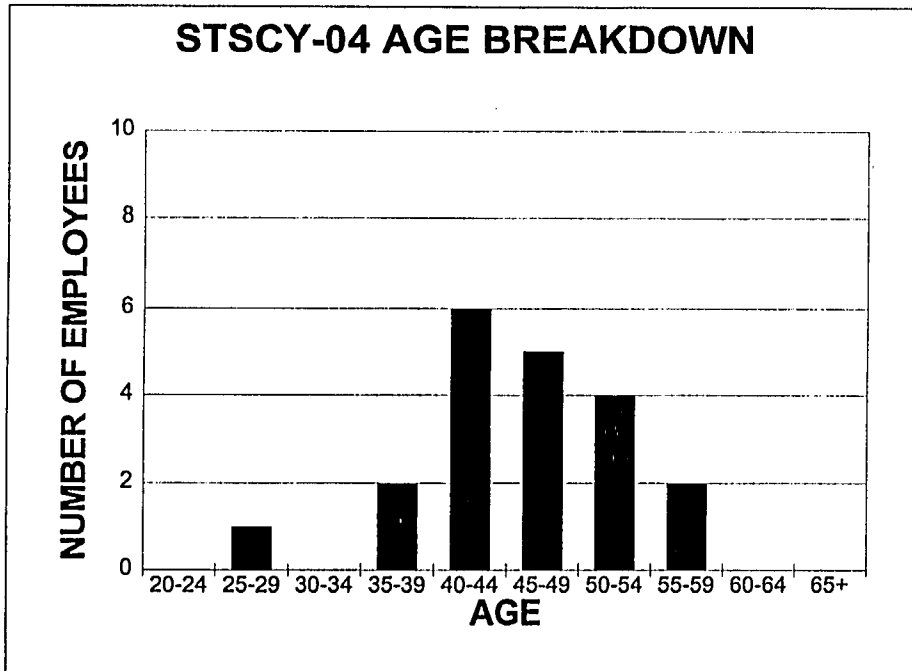
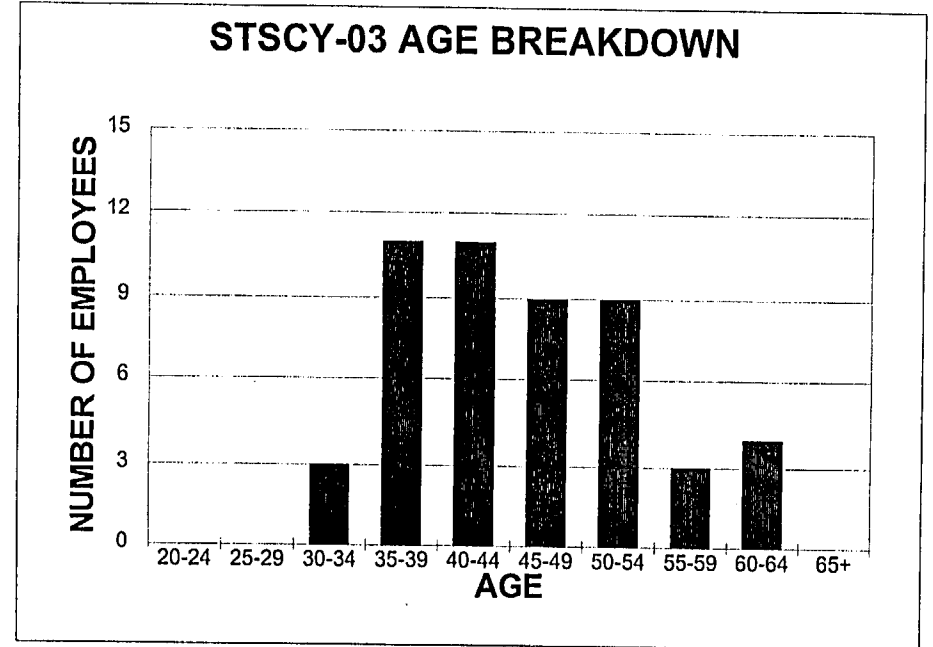
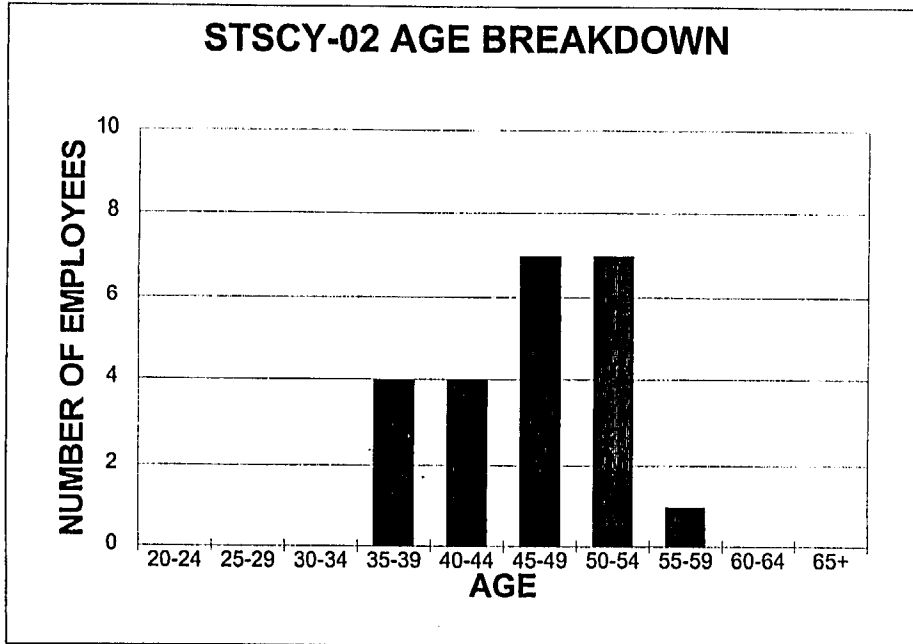
EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
SI-01	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	3	10%	1	4%	3	12%	0	0%	2	9%
SI-02	0	0%	1	9%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%	1	11%	1	13%	0	0%
SI-03	0	0%	0	0%	0	0%	0	0%	0	0%	1	33%	0	0%	0	0%	1	50%	0	0%	1	100%
SI-04	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
SI-05	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
SI-06	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	0	0%	1	2%	0	0%	0	0%	1	2%	1	2%	3	7%	2	5%	5	13%	1	3%	3	9%

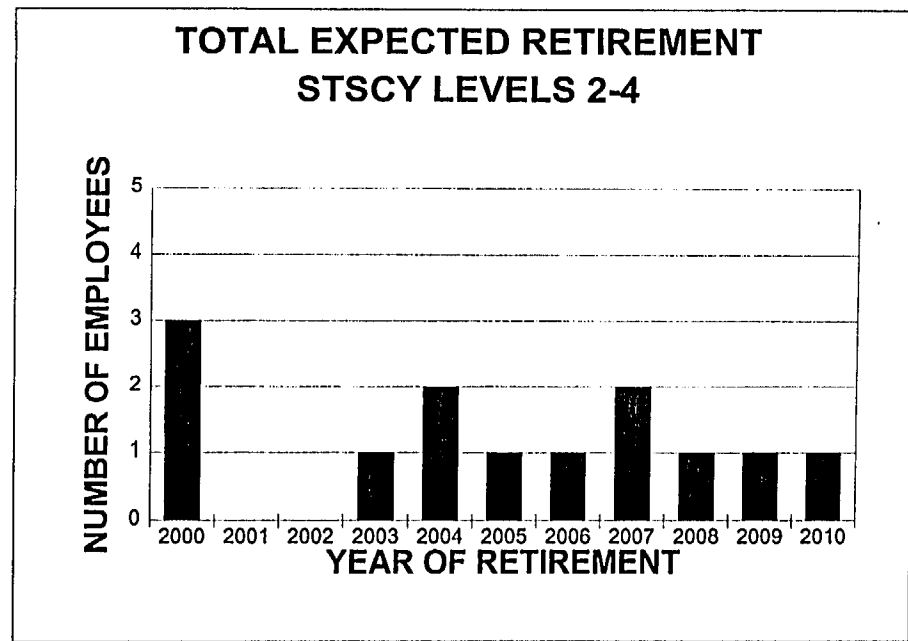
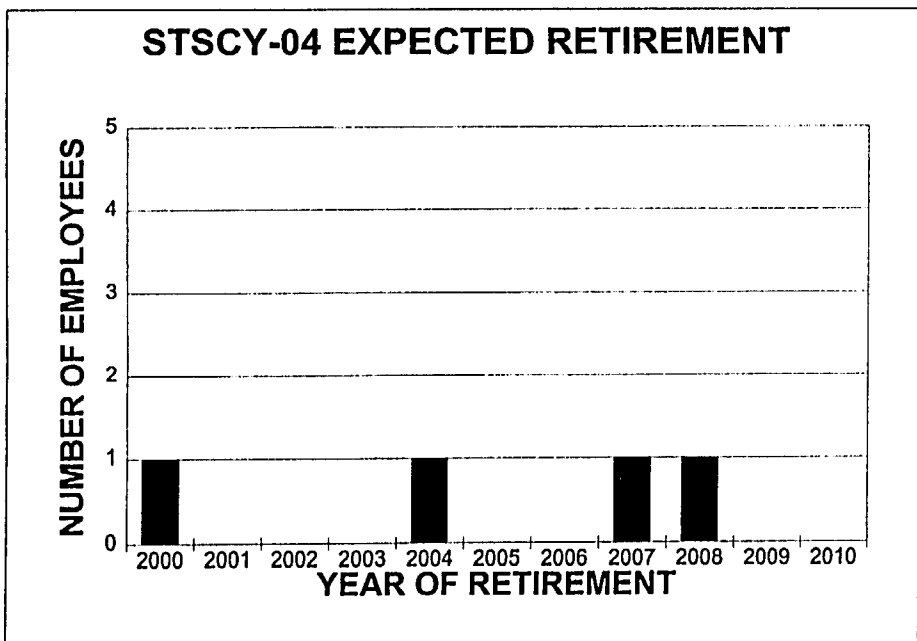
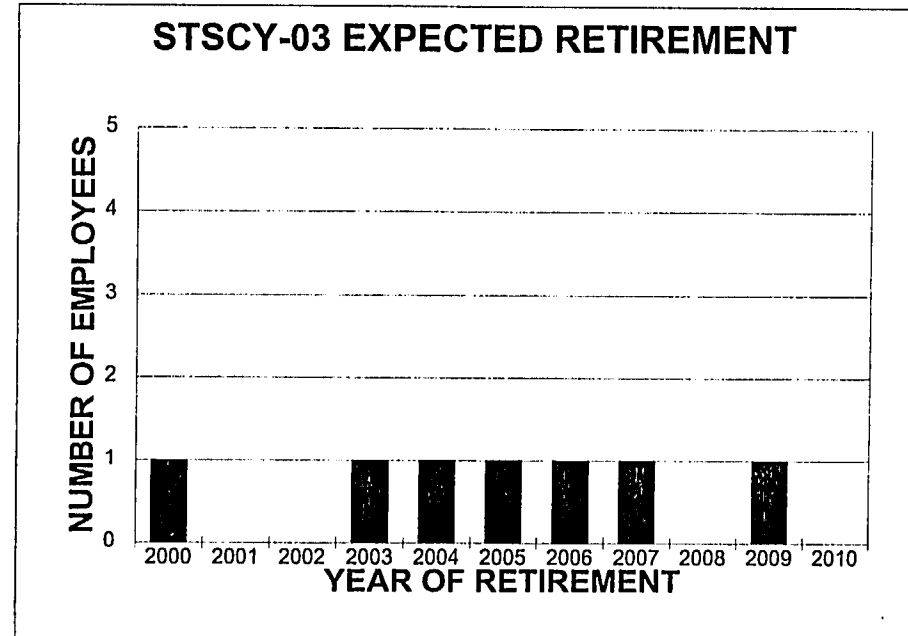
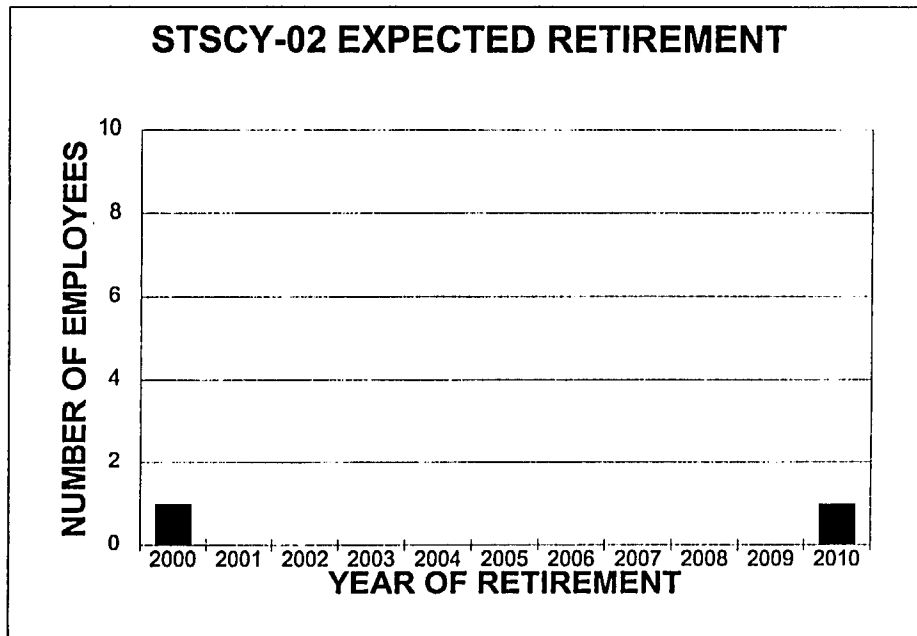
NON-ROTATIONAL SECRETARIAL PERSONNEL (STSCY) LEVELS 2-4 YEARS OF SERVICE



NON-ROTATIONAL SECRETARIAL PERSONNEL (STSCY) LEVELS 2-4 AGE BREAKDOWN



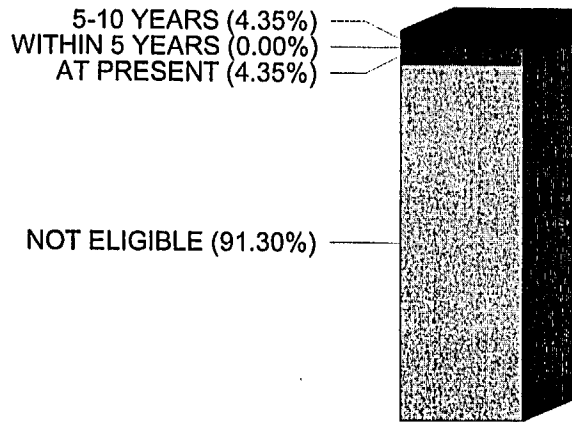
NON-ROTATIONAL SECRETARIAL PERSONNEL (STSCY) LEVELS 2-4 EXPECTED RETIREMENT*



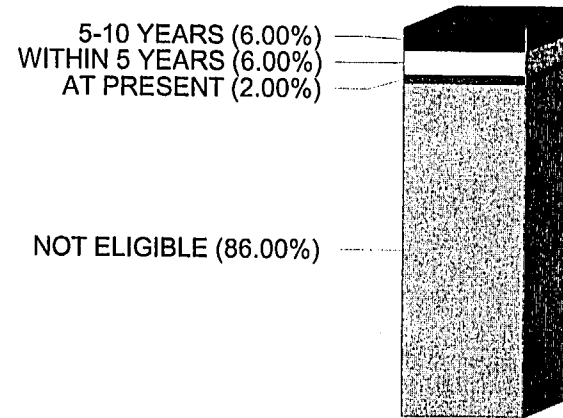
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL STSCY RETIREMENT POTENTIAL TIME RANGES*

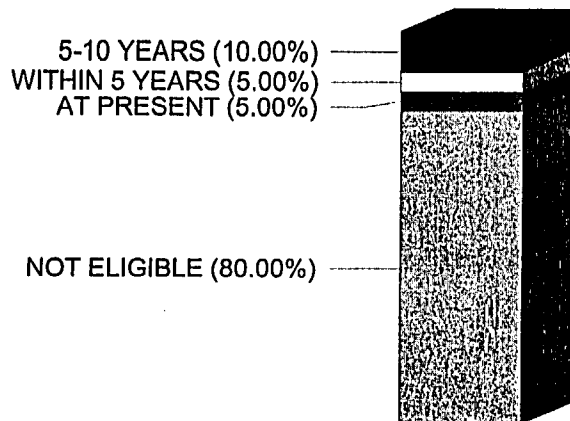
STSCY-02



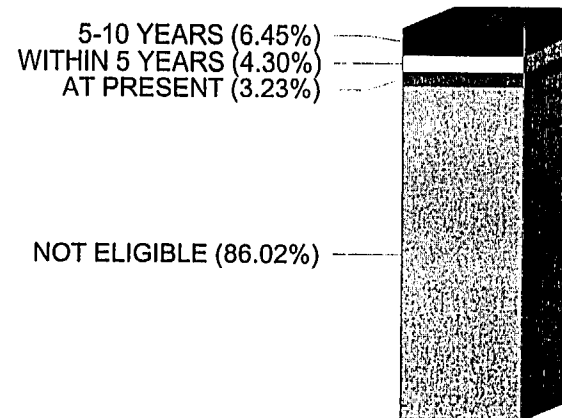
STSCY-03



STSCY-04



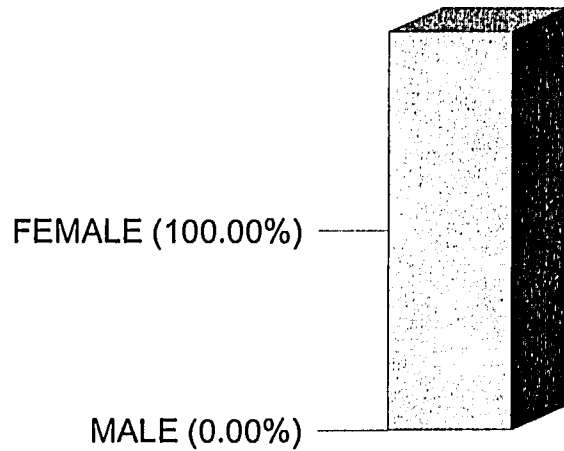
TOTAL



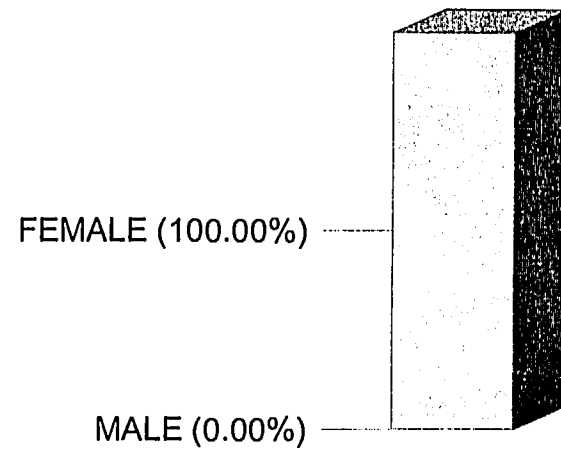
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

NON-ROTATIONAL STSCY GENDER DISTRIBUTION

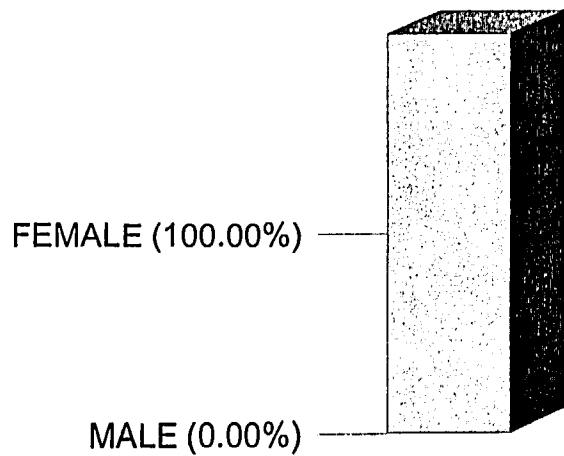
STSCY-02



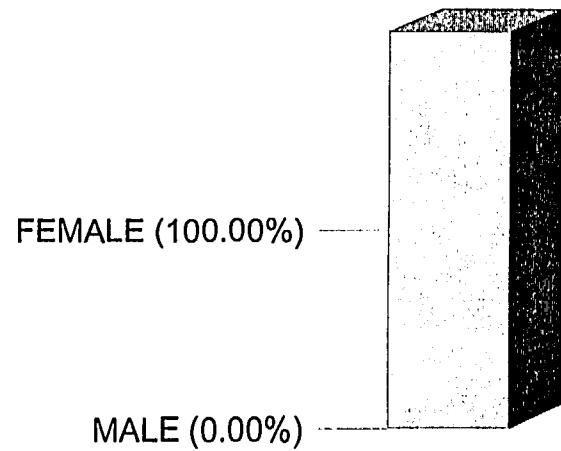
STSCY-03



STSCY-04

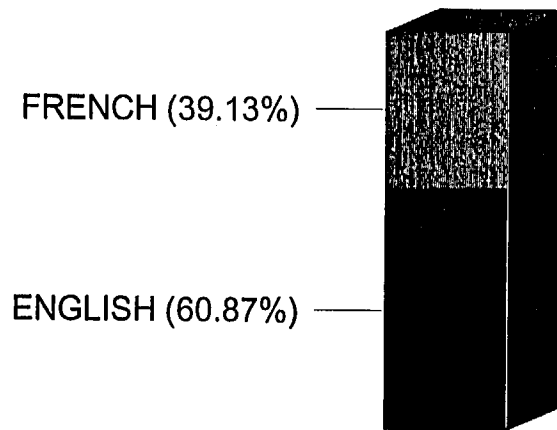


TOTAL

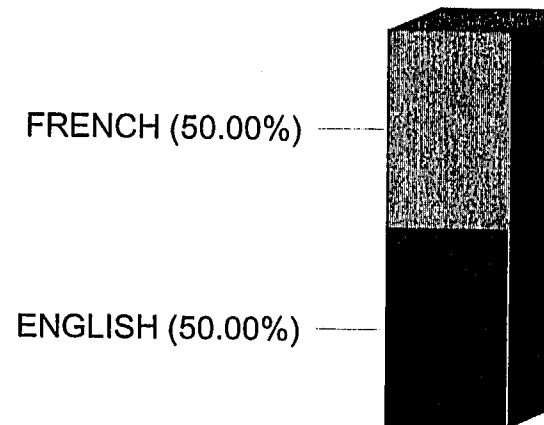


NON-ROTATIONAL STSCY LINGUISTIC DISTRIBUTION

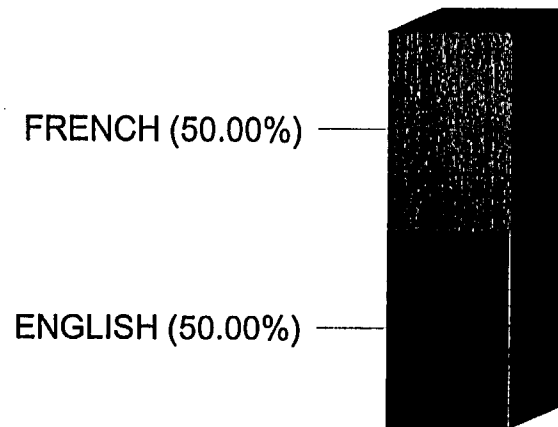
STSCY-02



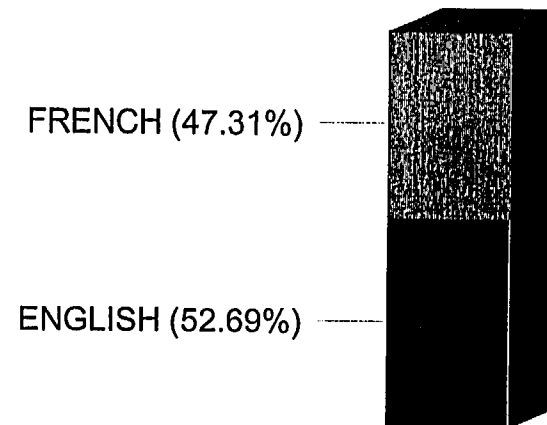
STSCY-03



STSCY-04



TOTAL



SUMMARY OF NON-ROTATIONAL SECRETARIAL PERSONNEL (STSCY) LEVELS 2-4

LINGUISTIC DISTRUBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
STSCY-02	14	9	23
STSCY-03	25	25	50
STSCY-04	10	10	20
TOTAL	49	44	93

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
STSCY-02	0%	0%	0%	17%	17%	30%	30%	4%	0%	0%	23
STSCY-03	0%	0%	6%	22%	22%	18%	18%	6%	8%	0%	50
STSCY-04	0%	5%	0%	10%	30%	25%	20%	10%	0%	0%	20
TOTAL	0%	1%	3%	18%	23%	23%	22%	6%	4%	0%	93

RETIREMENT POTENTIAL *

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	6-10 YEARS	TOTAL
STSCY-02	91%	4%	0%	4%	23
STSCY-03	86%	2%	6%	6%	50
STSCY-04	80%	5%	5%	10%	20
TOTAL	86%	3%	4%	6%	93

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
STSCY-02	4%	26%	65%	0%	0%	4%	23
STSCY-03	22%	16%	60%	2%	0%	0%	50
STSCY-04	15%	20%	50%	10%	5%	0%	20
TOTAL	16%	19%	59%	3%	1%	1%	93

GENDER DISTRUBUTION

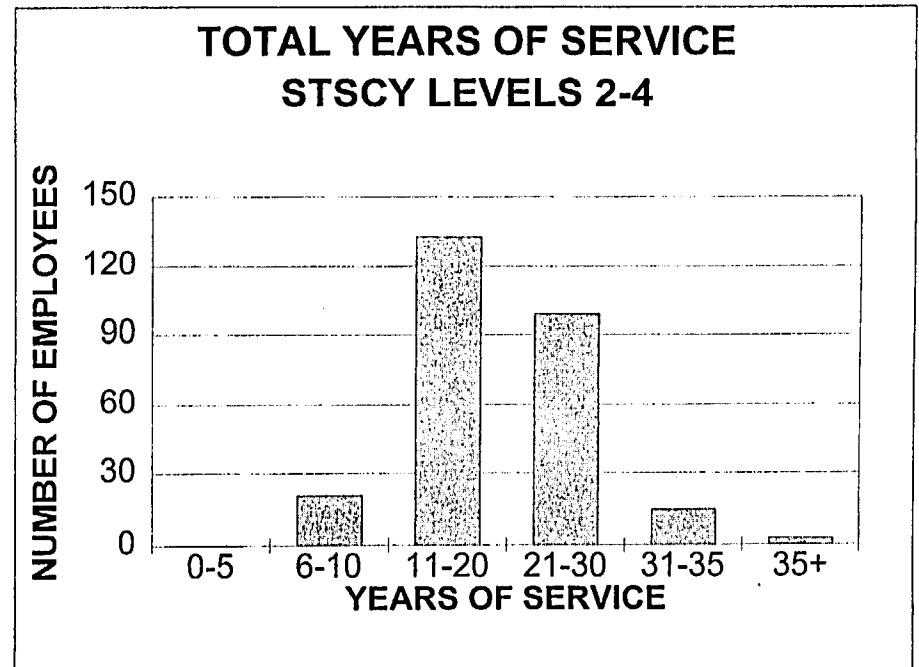
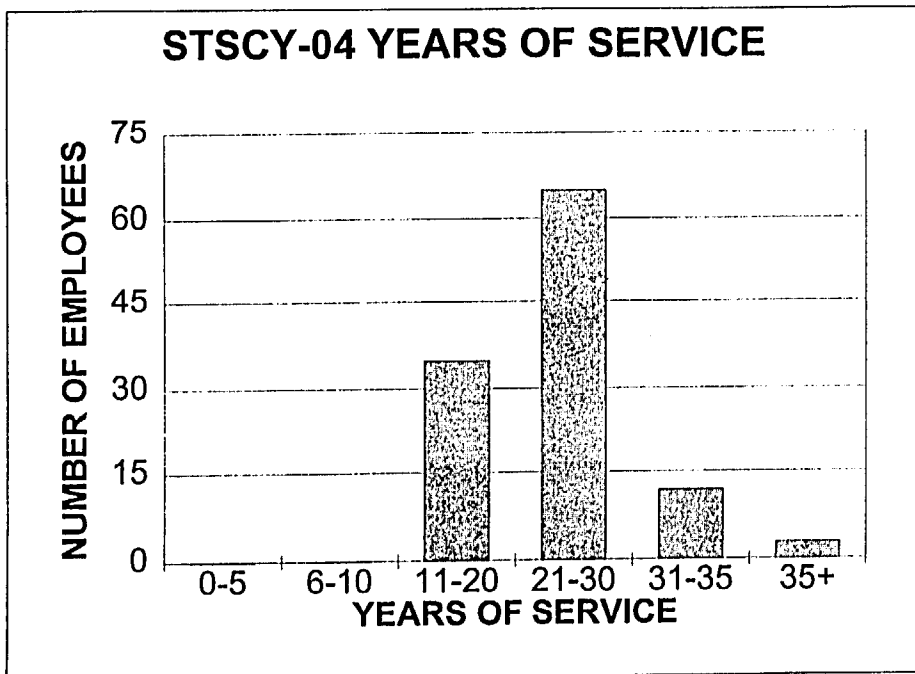
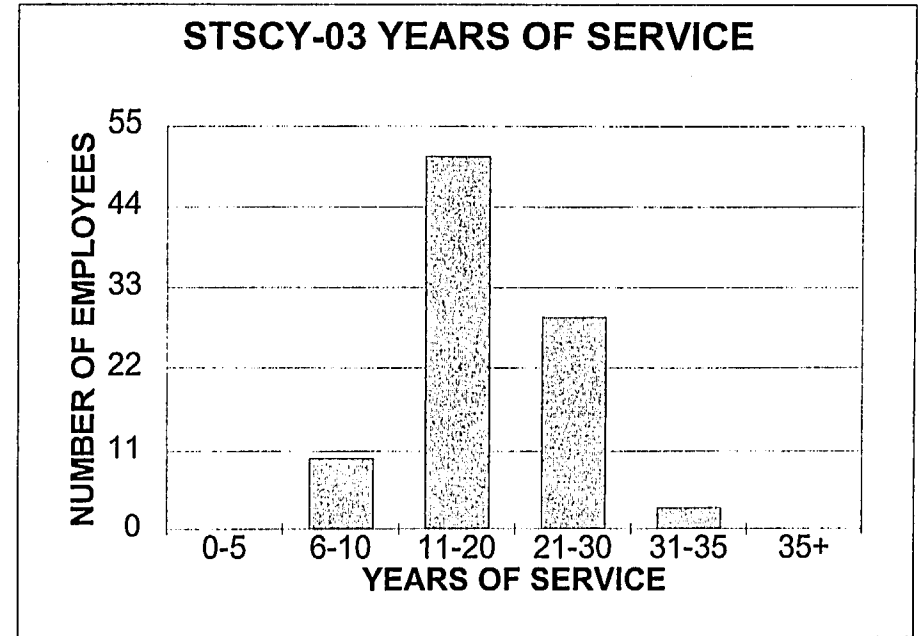
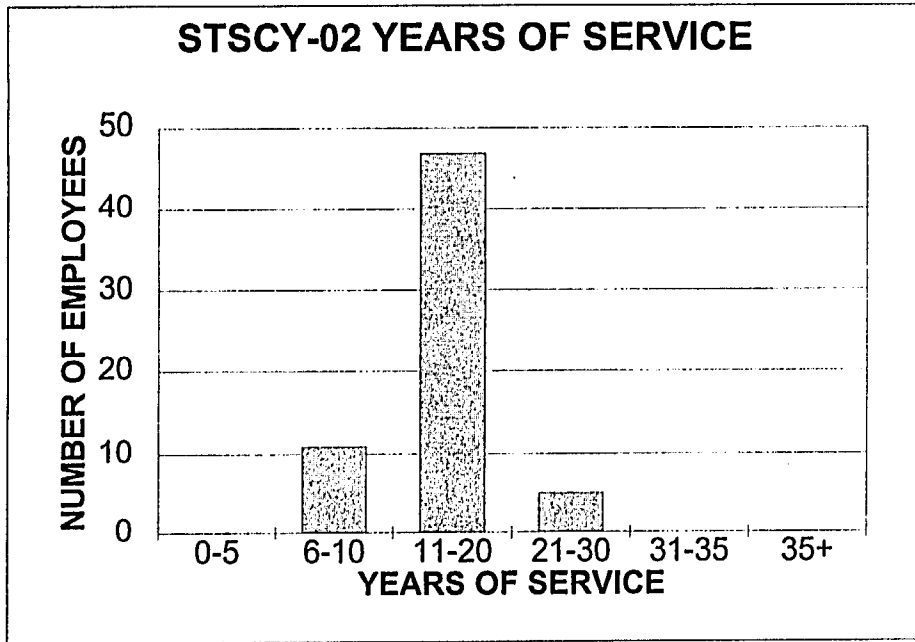
LEVEL	MALE	FEMALE	TOTAL
STSCY-02	0	23	23
STSCY-03	0	50	50
STSCY-04	0	20	20
TOTAL	0	93	93

EXPECTED RETIREMENT BREAKDOWN*

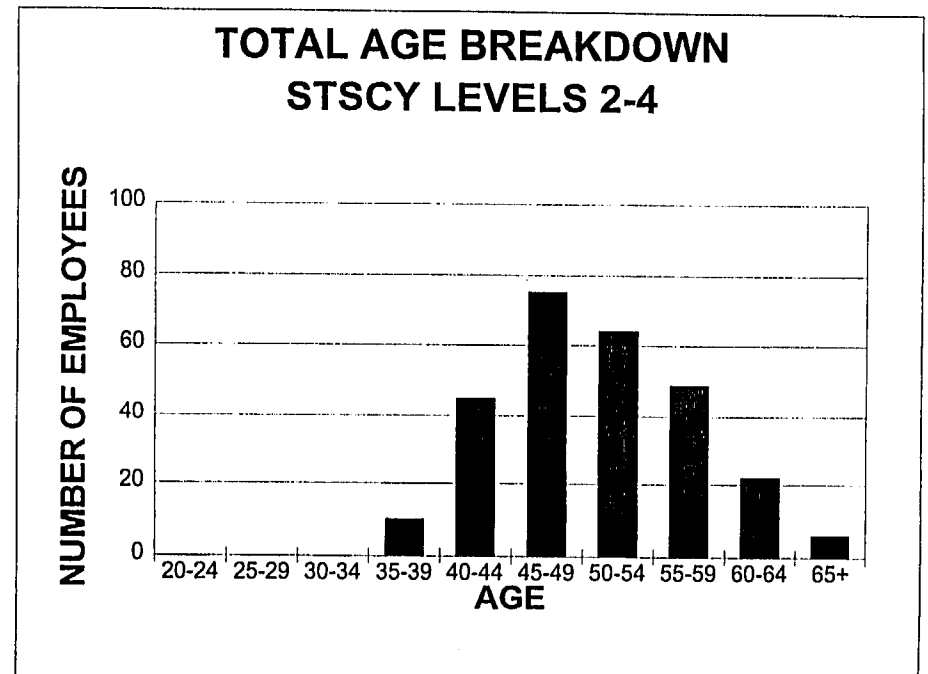
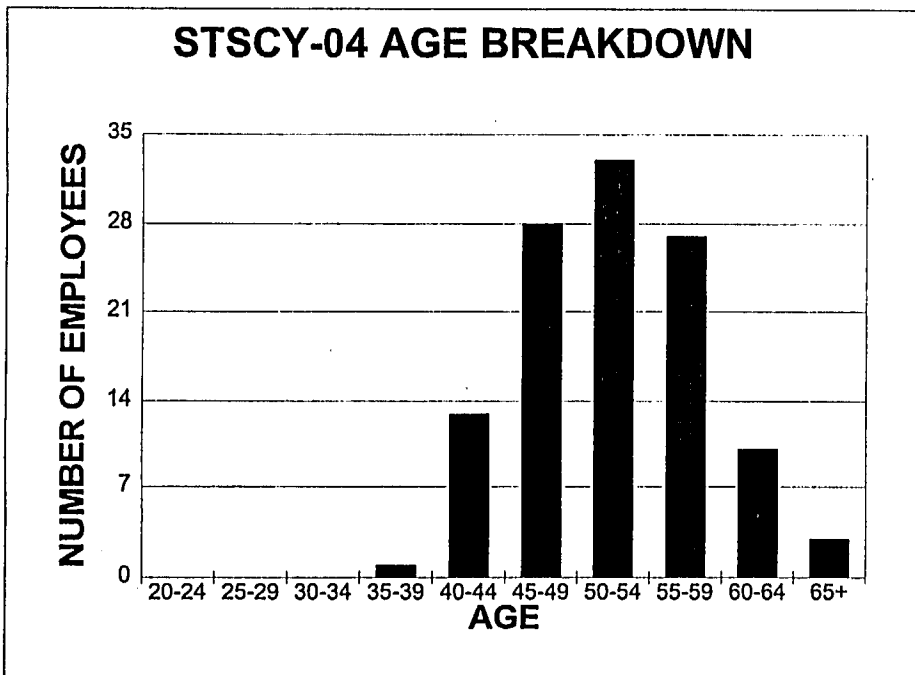
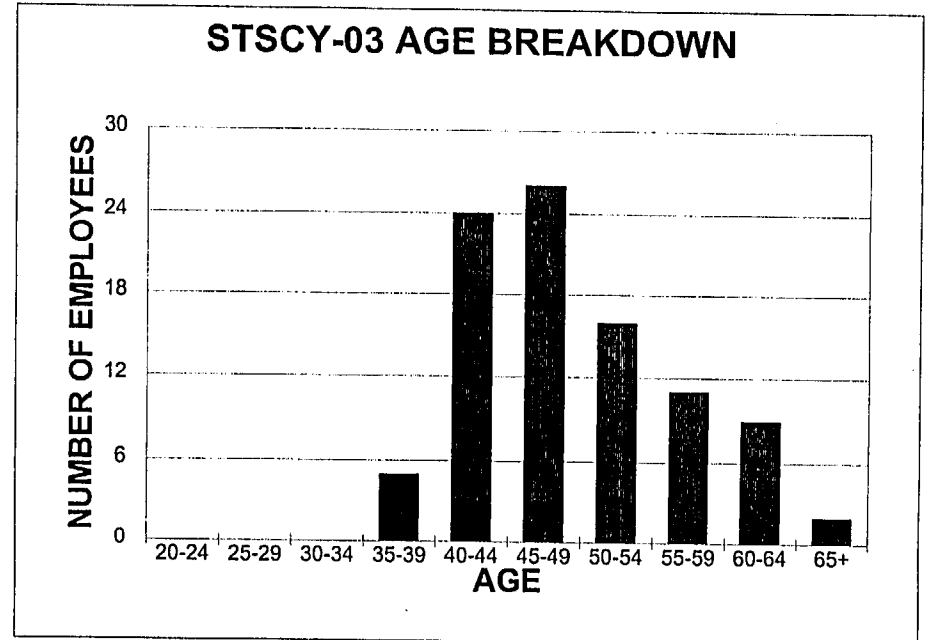
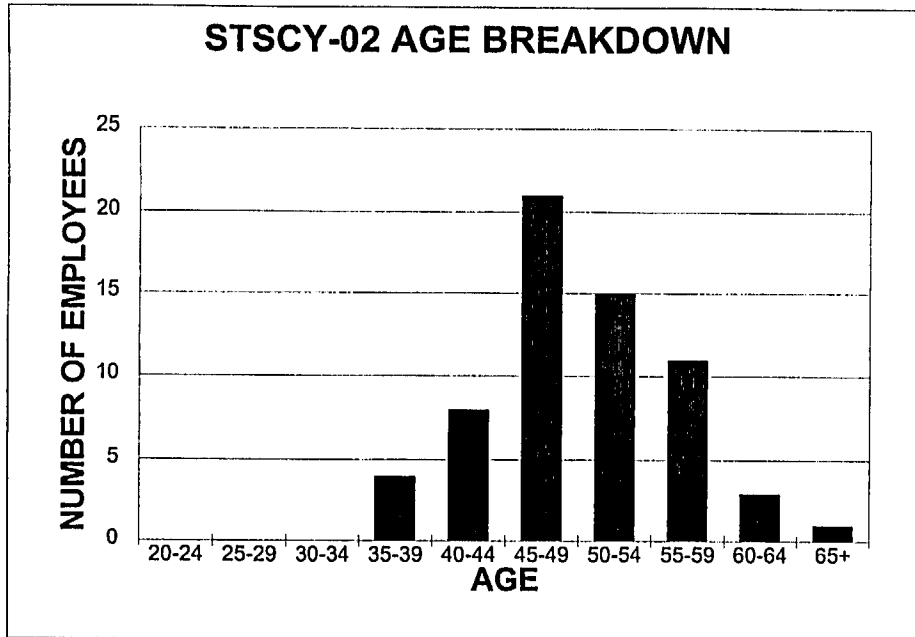
LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
STSCY-02	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	5%
STSCY-03	1	2%	0	0%	0	0%	1	2%	1	2%	1	2%	1	2%	1	2%	0	0%	1	2%	0	0%
STSCY-04	1	5%	0	0%	0	0%	0	0%	1	5%	0	0%	0	0%	1	6%	1	6%	0	0%	0	0%
TOTAL	3	3%	0	0%	0	0%	1	1%	2	2%	1	1%	1	1%	2	2%	1	1%	1	1%	1	1%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

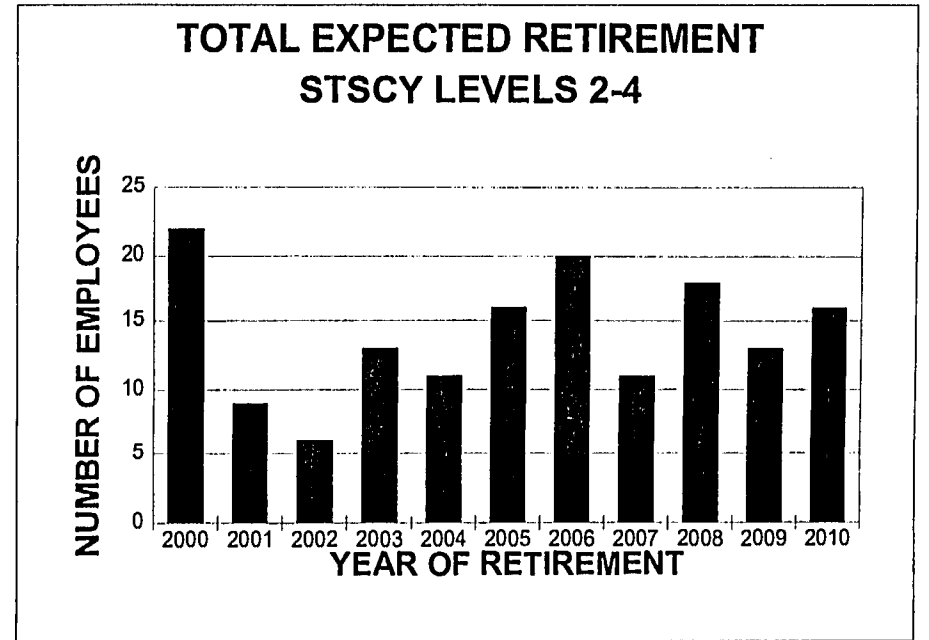
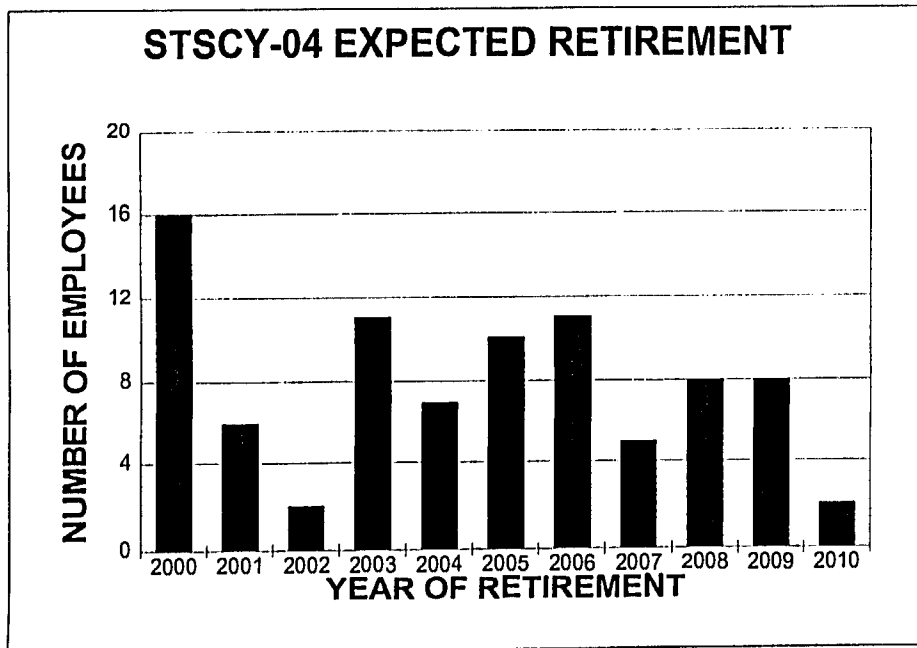
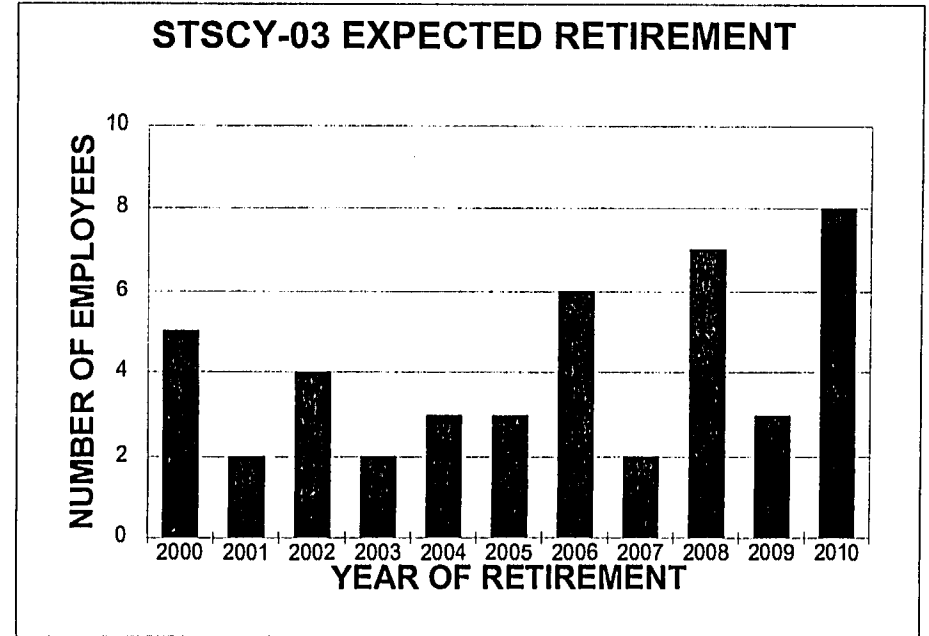
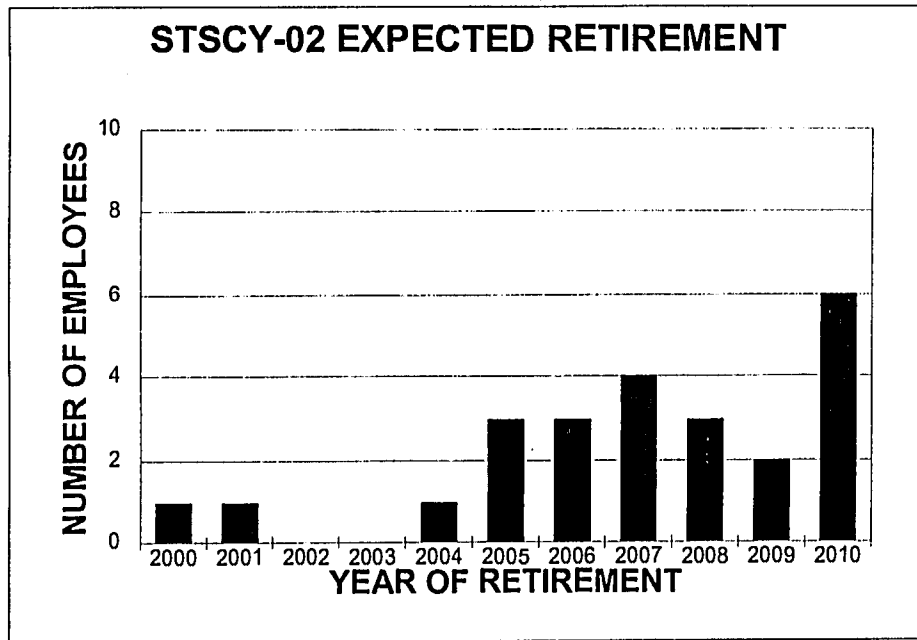
ROTATIONAL SECRETARIAL PERSONNEL (STSCY) LEVELS 2-4 YEARS OF SERVICE



ROTATIONAL SECRETARIAL PERSONNEL (STSCY) LEVELS 2-4 AGE BREAKDOWN



ROTATIONAL SECRETARIAL PERSONNEL (STSCY) LEVELS 2-4 EXPECTED RETIREMENT*

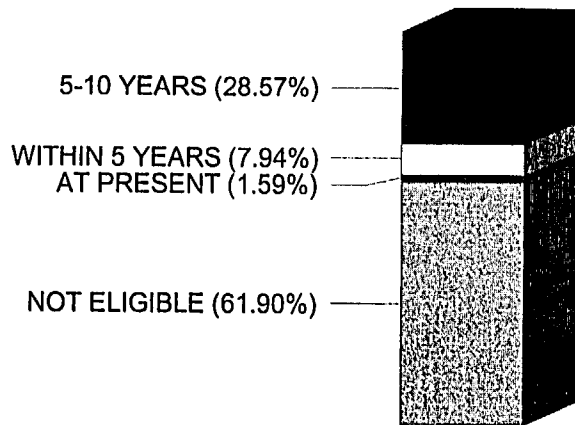


*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

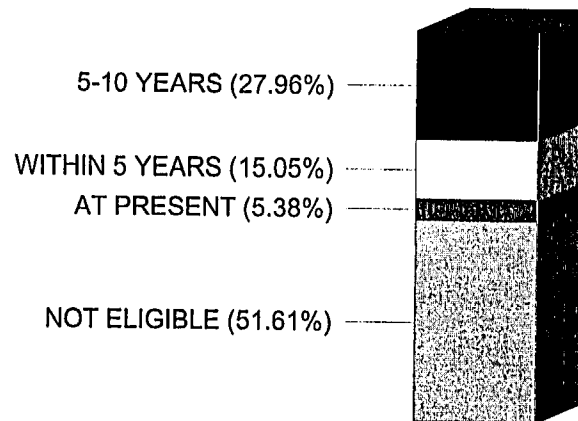
ROTATIONAL STSCY

RETIREMENT POTENTIAL TIME RANGES*

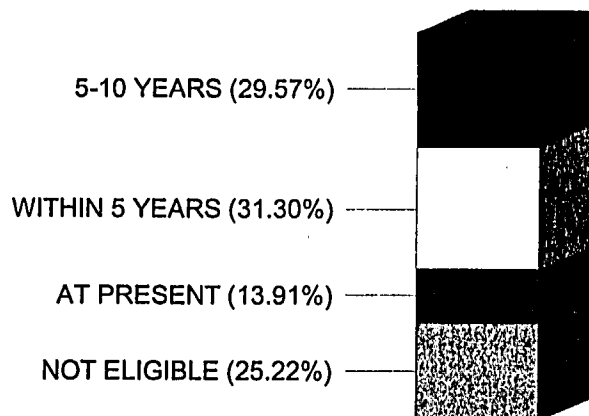
STSCY-02



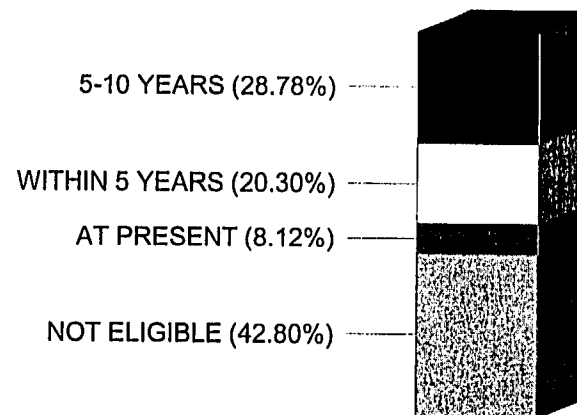
STSCY-03



STSCY-04



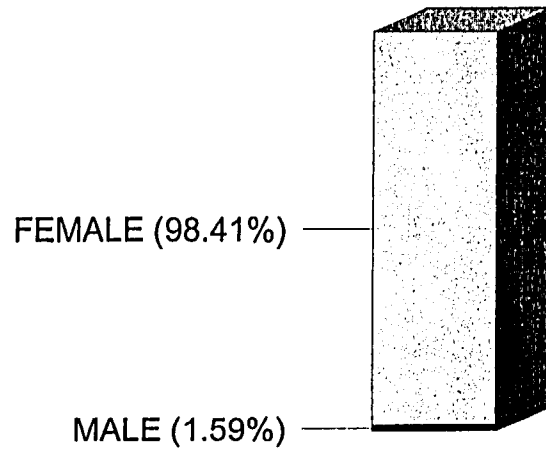
TOTAL



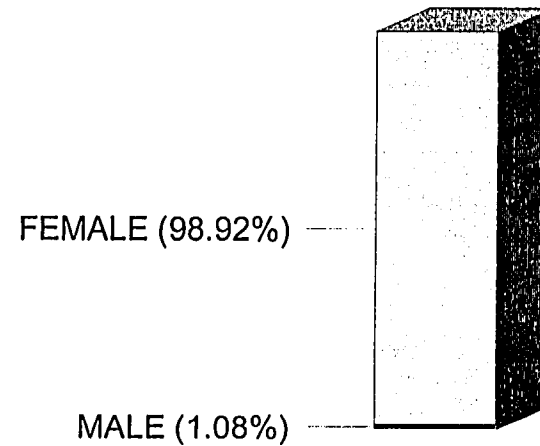
*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.

ROTATIONAL STSCY GENDER DISTRIBUTION

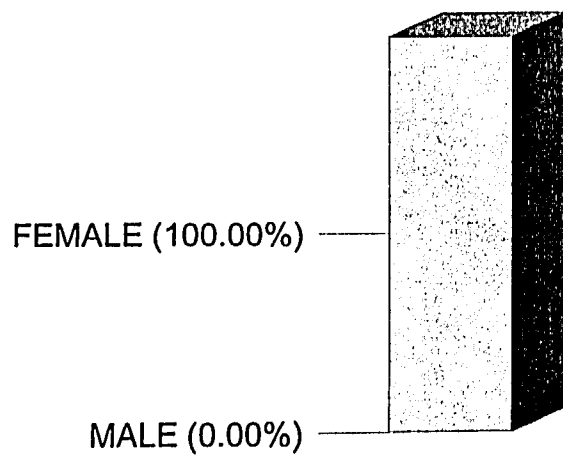
STSCY-02



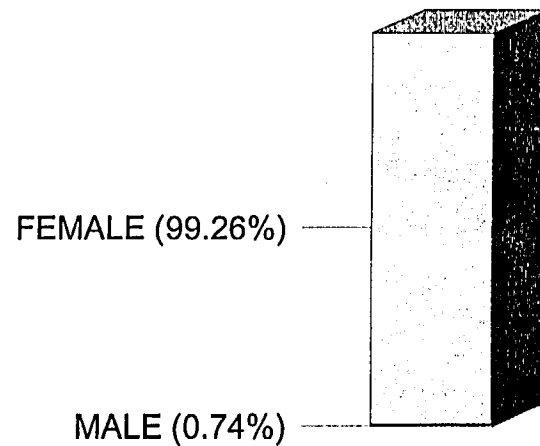
STSCY-03



STSCY-04

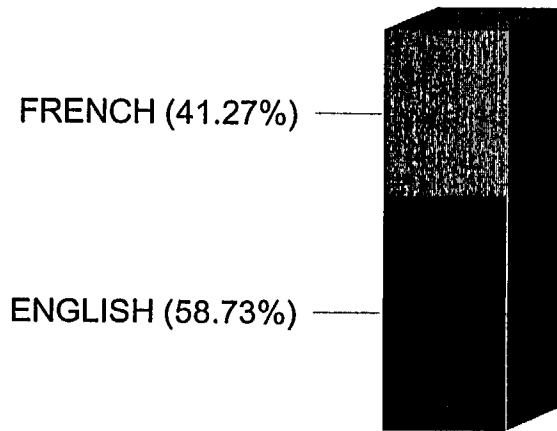


TOTAL

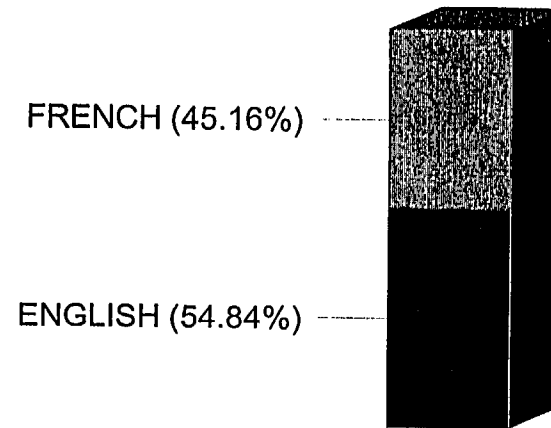


ROTATIONAL STSCY LINGUISTIC DISTRIBUTION

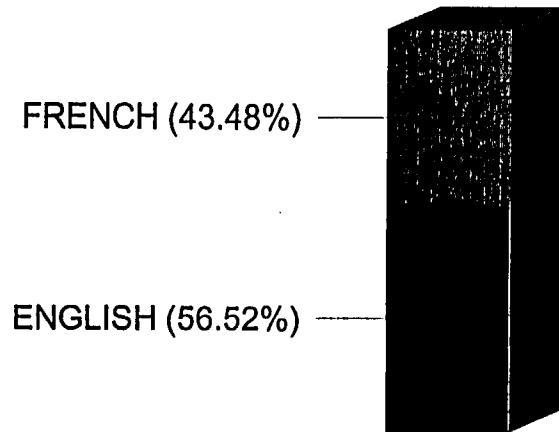
STSCY-02



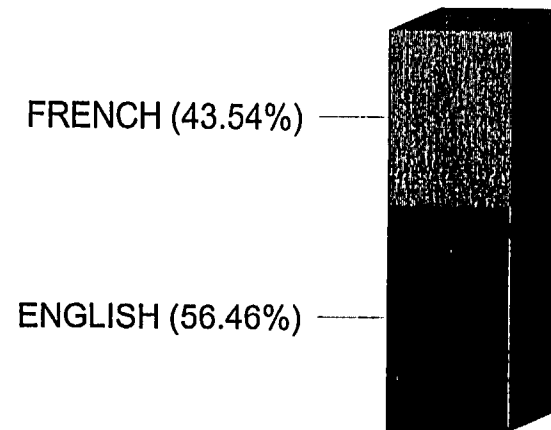
STSCY-03



STSCY-04



TOTAL



SUMMARY OF ROTATIONAL SECRETARIAL PERSONNEL (STSCY) LEVELS 2-4

LINGUISTIC DISTRIBUTION

LEVEL	ENGLISH	FRENCH	TOTAL
STSCY-02	37	26	63
STSCY-03	51	42	93
STSCY-04	65	50	115
TOTAL	153	118	271

AGE BREAKDOWN

LEVEL	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	TOTAL
STSCY-02	0%	0%	0%	6%	13%	33%	24%	17%	5%	2%	63
STSCY-03	0%	0%	0%	5%	26%	28%	17%	12%	10%	2%	93
STSCY-04	0%	0%	0%	1%	11%	24%	29%	23%	9%	3%	115
TOTAL	0%	0%	0%	4%	17%	28%	24%	18%	8%	2%	271

RETIREMENT POTENTIAL*

LEVEL	NOT ELIGIBLE	AT PRESENT	WITHIN 5 YEARS	5-10 YEARS	TOTAL
STSCY-02	62%	2%	8%	29%	63
STSCY-03	52%	5%	15%	28%	93
STSCY-04	25%	14%	31%	30%	115
TOTAL	43%	8%	20%	29%	271

YEARS OF SERVICE BREAKDOWN

LEVEL	0-5	6-10	11-20	21-30	31-35	35+	TOTAL
STSCY-02	0%	17%	75%	8%	0%	0%	63
STSCY-03	0%	11%	55%	31%	3%	0%	93
STSCY-04	0%	0%	30%	57%	10%	3%	115
TOTAL	0%	8%	49%	37%	6%	1%	271

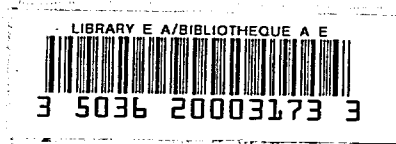
GENDER DISTRIBUTION

LEVEL	MALE	FEMALE	TOTAL
STSCY-02	1	62	63
STSCY-03	1	92	93
STSCY-04	0	115	115
TOTAL	2	269	271

EXPECTED RETIREMENT BREAKDOWN*

LEVEL	2000		2001		2002		2003		2004		2005		2006		2007		2008		2009		2010	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
STSCY-02	1	2%	1	2%	0	0%	0	0%	1	2%	3	5%	3	5%	4	7%	3	6%	2	4%	6	13%
STSCY-03	5	5%	2	2%	4	5%	2	2%	3	4%	3	4%	6	8%	2	3%	7	11%	3	5%	8	14%
STSCY-04	16	14%	6	6%	2	2%	11	12%	7	9%	10	14%	11	17%	5	10%	8	17%	8	21%	2	6%
TOTAL	22	8%	9	4%	6	3%	13	6%	11	5%	16	8%	20	10%	11	6%	18	11%	13	9%	16	12%

*ASSUMES PEOPLE RETIRE AT 55 YEARS OF AGE AND 30 YEARS OF SERVICE OR AT 65 YEARS OF AGE.



DOCS
CA1 EA157 2000D22 ENG
DFAIT's demographic profile. --
16877549