

Shared Services – Staffing Plan Summary

(19 positions: Includes 1 accounted for during Q2 but not implemented and 2 ESC positions)

- 10 Positions: Reorganizations in CRE, Sourcing, Land and Environmental
- 8 Positions: Positions Eliminated in Land and Transportation Services
- 1 Position: More to less in Business Process

Organization	# of EE's	Reason	Estimated Dates only
Business Process	1	Eliminating the Black belt. Will do the work with Green belts in each line of business. Will revisit the need for the role in 8 to 12 months	12/31/09
Corp Real Estate	1	Eliminating a Supervisor role. Reorganized to consolidate two organizations, creating a more strategic Manager position.	12/31/09
Environmental and Technical Services	6	3 Supervisors, 2 Mgrs, and 1 Director. Reorganizing, positions being eliminated. New positions being created. Do not expect any of the identified individuals to be successful in the new roles	10/03/09 through 12/31/09 based on staffing new roles
Land Services	4	2 Sr. Forrester – eliminating positions, creating new Land Consultant Property Mgr role	12/31/09
		1 Environmental Mgr. Position eliminated during reorganization. Not likely to be successful candidate for Land Consultant roles being created	10/15/09
		1 Project Mgr role. Redistributing work to others	3/31/10
Supply Chain	3	1 Gen Sourcing role eliminated in Area 7. Creating new role in GO, employee eligible to apply, not likely interested	10/16/09
		2 Category Mgr roles eliminated eligible for Category lead positions, declined and elected severance. One not in the numbers as it was previously booked before 3 rd quarter numbers.	11/16/09 12/31/09
Transportation Services	2	2 positions eliminated, absorbing the work into the operations	12/31/09 and 1/14/10
ESC Represented positions	2	Land Services: 1 Land drafter – only one individual in the classification, will be eliminating the classification	2/01/10
		Environmental Services: 1 Technical Assist – newly organized, no agreement yet, only one person in this classification. Eliminating the role, no work	10/12/09
TOTAL	19	Includes 1 accounted for during Q2 but not implemented and 2 ESC positions	

- All involuntary – no voluntary severances.
- Stacy Campos has reviewed the list and has no concerns with any of the proposed staffing changes
- Working on approvals for the October Severances along with approval for the ESC positions this week
- Worked with Labor Relations on the ESC position, once we have Des Bell and John Simon sign off, they will talk with the union at the right time before notifying the employee

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Last Update: September 14, 2009