

1 **Q. Please provide a table showing the average retirement age at the Company for the**  
2 **years 1996 to forecast 2003-2004.**

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4 A. Table 1 provides the average retirement age at the Company for the years 1996 to 2002.  
5 For 2003 and 2004 there are no retirements forecast, as there are no employees who will  
6 be reaching normal retirement age.  
7

Table 1 Average Retirement Age 1996 – 2002	
Year	Average Retirement Age <sup>1</sup>
1996	59.2
1997	53.4
1998 <sup>2</sup>	-
1999	53.4
2000	52.8
2001	53.8
2002	65.0

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9  
10 <sup>1</sup> Average retirement age calculated based on all employees who retired under normal retirement  
11 provisions, as well as employees who took advantage of an early retirement program offered in  
12 that calendar year.

<sup>2</sup> There were no retirements from the Company in 1998.