

ROLLING ANNUAL TURNOVER RATE

| | Oct-09 | Oct-10 | AVE # OF EMPLOYEES | TOTAL TERMINATIONS | TURNOVER RATE |
|----------------|--------|--------|-----------------------|-----------------------|------------------|
| # OF EMPLOYEES | 155 | 156 | 155.5 | 67 | 43.09% |

MONTHLY TURNOVER RATE

| | Sep-10 | Oct-10 | AVE # OF EMPLOYEES | TOTAL TERMINATIONS | TURNOVER RATE |
|----------------|--------|--------|-----------------------|-----------------------|------------------|
| # OF EMPLOYEES | 156 | 156 | 156 | 34 | 21.79% |

ROLLING ANNUAL TURNOVER RATE

| | Nov-09 | Nov-10 | AVE # OF EMPLOYEES | TOTAL TERMINATIONS | TURNOVER RATE |
|----------------|--------|--------|-----------------------|-----------------------|------------------|
| # OF EMPLOYEES | 157 | 156 | 156.5 | 67 | 42.81% |

MONTHLY TURNOVER RATE

| | Oct-10 | Nov-10 | AVE # OF EMPLOYEES | TOTAL TERMINATIONS | TURNOVER RATE |
|----------------|--------|--------|-----------------------|-----------------------|------------------|
| # OF EMPLOYEES | 156 | 156 | 156 | 34 | 21.79% |