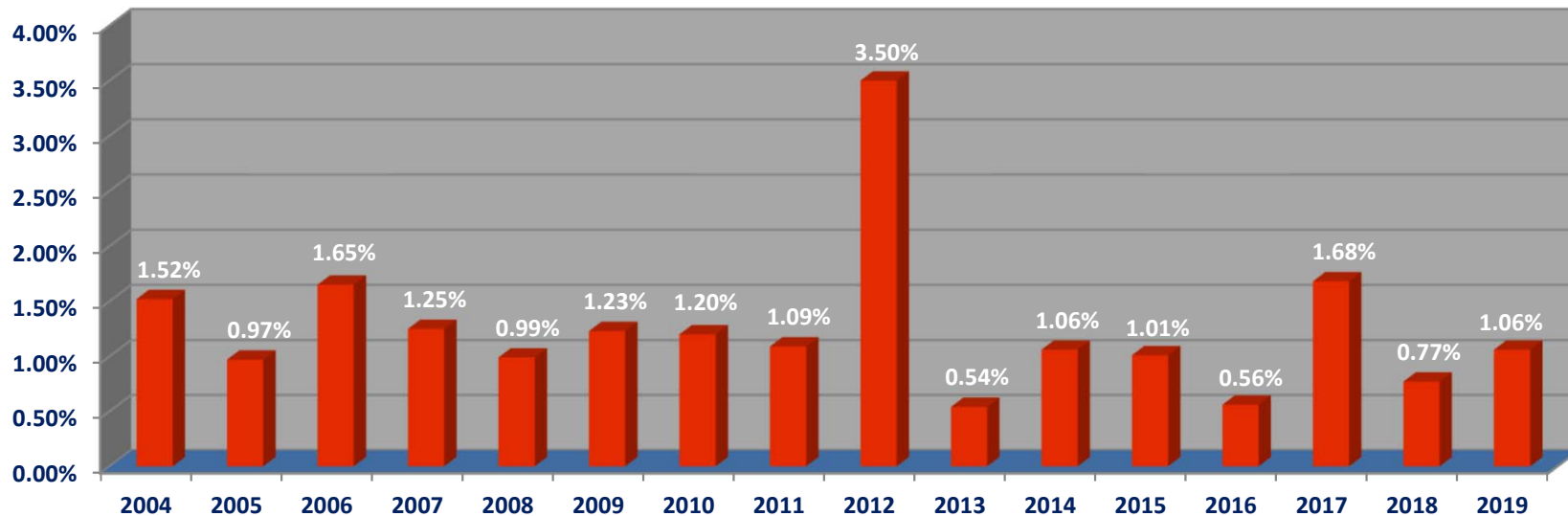




**Termination Rates**  
*Historical Trend By Fiscal Year*



*FY2012 rate reflects termination sick and vacation leave balances for employees who terminated their employment under the voluntary retirement and separation incentive programs (VRP and VSIP).*

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