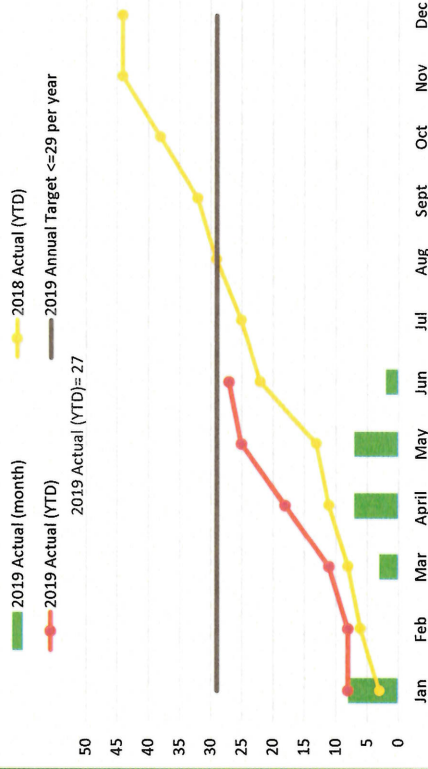




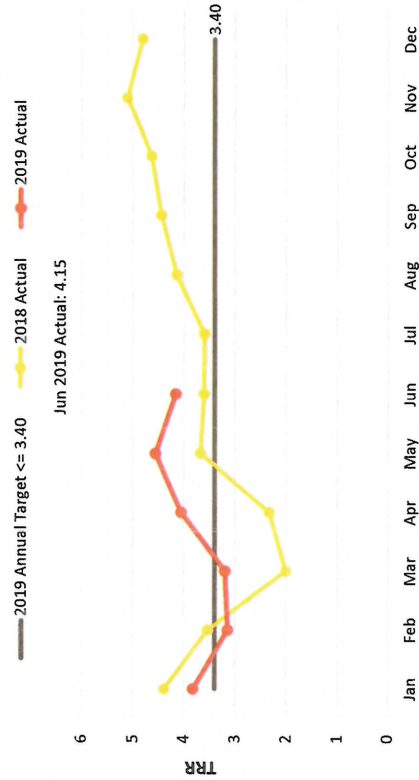
HIRING AND VACANCY

2019 HUMAN RESOURCE METRICS	Target	Jan	Feb	Mar	Apr	May	Jun
Hiring Cycle Average Time	35	35	45	42	37	36	36
Hiring Cycle Average Time (Executives)	75			65	65	65	65
Hiring Cycle Average Time (Apprentices)	120		107	107	107	107	107
# New Employee Starts		11	4	12	3	10	5
# Promotions		20	4	19	18	12	21
# Temporaries hired		1	3	3	3	3	6
Vacancy Rate	6%	6.2%	6.5%	6.3%	6.0%	6.0%	5.8%

PREVENTABLE MOTOR VEHICLE COLLISIONS



TOTAL RECORDABLE INCIDENT RATE



LOST WORK DAYS

