

SAMPLE OF MEXICALI LABOR TURNOVER

- Companies: 24
- Population: 19,515

AREA	COMPANIES QTY.	TOTAL HEADCOUNT	TURNOVER RATE AVG.	LABOR REQUIREMENTS			
				TURNOVER		GROWTH	
Northeast	7	4,889	4.6%	124	2.5%	99	2.0%
East Lázaro Cárdenas	4	2,948	1.3%	9	0.3%	57	1.9%
Southwest	4	2,606	2.2%	32	1.2%	35	1.3%
Palaco Corridor	9	9,072	2.7%	26	0.3%	10	0.1%
Total	24	19,515	2.9%	191	1.0%	201	1.0%

INDUSTRY SECTOR	COMPANIES QTY.	TOTAL HEADCOUNT	TURNOVER RATE AVG.	LABOR REQUIREMENTS			
				TURNOVER		GROWTH	
Electronics	9	7,017	4.1%	144	2.1%	144	2.1%
Mechanical	6	5,438	1.3%	33	0.6%	32	0.6%
Glass	2	961	5.9%	0	0.0%	0	0.0%
Food and Beverages	3	2,094	2.2%	14	0.7%	25	1.2%
Medical	2	2,949	2.4%	0	0.0%	0	0.0%
Other	2	1,056	2.8%	0	0.0%	0	0.0%
Total	24	19,515	2.9%	191	1.0%	201	1.0%

TURNOVER RATE	COMPANIES		HEADCOUNT	
	QTY.	%	QTY.	%
0 – 5.9%	20	83.3%	17,487	89.6%
More than 6%	4	16.7%	2,028	10.4%
Total	24	100.0%	19,515	100.0%

WORKFORCE POPULATION	TURNOVER RATE AVG.	COMPANIES		POPULATION	
		AMT.	%	AMT.	%
More than 1000	1.5%	4	16.7%	7,535	38.6%
500 – 999	3.6%	13	54.2%	9,937	50.9%
300 – 499	5.4%	3	12.5%	1,221	6.3%
Less than 300	2.5%	4	16.7%	822	4.2%
Total	2.9%	24	100.0%	19,515	100.0%

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AREA	SITE	COMPANIES	TURNOVER		
			MIN.	WEIGHT AVG.	MAX.
Northeast	PIMSA I PIMSA IV EX-XXI	1. Furukawa 2. Industrias SL 3. Isoclima 4. Skyworks 5. Technicolor 6. TT Electronics 7. Wabash	0.0%	4.6%	9.9%
East Lázaro Cárdenas	Sahuaro	1. Coca Cola 2. Interiores Aéreos 3. Placas Termodinámicas 4. Qisda	0.2%	1.3%	3.7%
Southwest	Progreso	1. Ascotech 2. EEMSA 3. Sukarne 4. Zahori	1.0%	2.2%	3.4%
Palaco Corridor	Cachanilla Colorado El Vigía II Las Californias Marán Nelson Palaco PIMSA II PIMSA III	1. Accuride 2. Breg México 3. CareFusion 4. Fevisa 5. Kenworth 6. PIMS 7. SDS 8. Tecnomex-Palaco 9. Unión de Pasteurizadores	0.9%	2.7%	5.9%
Total			0.0%	2.9%	9.9%

*Dear Participant, just in case your company is classified erroneously, please let us know.
Thank you.*

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INDUSTRY SECTOR	COMPANIES	TURNOVER		
		MIN.	WEIGHT AVG.	MAX.
Electronics	1. EEMSA 2. Furukawa 3. Industrias SL 4. PIMS 5. Qisda 6. Skyworks 7. Tecnomex-Palaco 8. TT Electronics 9. Wabash	0.5%	4.1%	9.9%
Mechanical	1. Accuride 2. Ascotech 3. Interiores Aéreos 4. Kenworth 5. SDS 6. Zahori	0.2%	1.3%	3.4%
Glass	1. Fevisa Isoclima	5.6%	5.9%	7.8%
Food and Beverages	1. Coca Cola 2. Sukarne 3. Unión de Pasteurizadores	0.7%	2.2%	4.1%
Medical	1. Breg México 2. CareFusion	2.3%	2.4%	3.6%
Other	1. Placas Termodinámicas 2. Technicolor	0.0%	2.8%	3.7%
Total		0.0%	2.9%	9.9%

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WORKFORCE POPULATION	COMPANIES	TURNOVER		
		MIN.	WEIGHT. AVG.	MAX.
More than 1,000	1. CareFusion 3. Kenworth 2. Interiores Aéreos 4. Skyworks	0.2%	1.5%	2.3%
500 – 999	1. Accuride 7. PIMS 2. Ascotech 8. Placas 3. Coca Cola Termodinámicas 4. EEMSA 9. SDS 5. Fevisa 10. Sukarne 6. Furukawa 11. Tecnomex-Palaco 12. Wabash 13. Zahori	0.7%	3.6%	9.9%
300 – 499	1. Industrias SL 3. Unión de 2. TT Electronics Pasteurizadores	4.1%	5.4%	6.6%
Less than 300	1. Breg México 3. Qisda 2. Isoclima 4. Technicolor	0.0%	2.5%	7.8%
Total		0.0%	2.9%	9.9%

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ANALYSIS OF TURNOVER RESULTS FOR THE MONTH OF JUNE

- **71.5%** of the sample total is located in the *Palaco Corridor (46.5%)* and the *Northeast Section (25.1%)*.
- The turnover weighted average **increased 0.1%** compared to May (from 2.8% to 2.9%). In comparison with June 2009 there is a increase of 0.7% (from 2.2% to 2.9%).
- The difference between the minimum and maximum average turnover by geographical region is 3.3%.
- It is in the *Glass Sector* where the highest average turnover is found (5.9%) and in the *Mechanical Sector* the lowest (1.3%).
- The highest personnel requirements due to Turnover and Growth are demanded in quantity and percentage by the *Electronics Sector*.
- **83.3% (20)** of the companies have a **monthly turnover up to 5.9%**, which represents 89.6% (17,487 employees) of the sample total.
- The companies with 300 - 499 employees (12.5% of the sample total) have the highest average turnover.
- The total number of hirings during the month of June was 765, representing 3.92% of the total sample headcount.
- The employment separations for the month were 559, with 21.3% of these occurring at less than 30 days from the hiring date.
- **The growth** for the month of June was of 1.07% (206 jobs), being the *Northeast Sector* the area with the highest growth.
- From June's turnover rate (2.9%), approximately **0.10%** is related to expiration of employment contracts and layoffs.

MAY / JUNE 2010 COMPARISON

	May'10	Jun.'10	Difference	Jun. '09
Companies surveyed	23	24	+1	27
Population	19,106	19,515	+409	19,905
Average turnover	2.8%	2.9%	+0.1%	2.2%
Sector with highest turnover	Glass	Glass		Others
Sector with lowest turnover	Food and Beverages	Mechanical		Glass
Highest labor requirements	Electronics	Electronics		Mechanical
Companies with turnover up to 5.9%	19(82.6%)	20(83.3%)	+1 (+0.7%)	26 (96.3%)
Headcount for these companies	16,470 (86.2%)	17,487 (89.6%)	+1,017 (+3.4%)	19,595 (98.4%)
Companies with highest turnover according to workforce size	300 – 499 (13.0%)	300 – 499 (12.5%)		300 – 499 (18.5%)
Total hirings	560	765	+205	459
Total separations	539	559	+20	432
True growth	+0.11%	+1.07%	+0.96%	+0.14%