

## SAMPLE OF MEXICALI LABOR TURNOVER

- Companies: 28
- Population: 21,818

AREA	COMPANIES QTY.	TOTAL HEADCOUNT	TURNOVER RATE AVG.	LABOR REQUIREMENTS			
				TURNOVER		GROWTH	
Northeast	9	6,425	3.4%	0	0.0%	0	0.0%
East Lázaro Cárdenas	4	3,140	0.9%	22	0.7%	4	0.1%
Southwest	5	2,930	5.5%	20	0.7%	0	0.0%
Palaco Corridor	10	9,323	3.2%	41	0.4%	64	0.7%
<b>Total</b>	<b>28</b>	<b>21,818</b>	<b>3.2%</b>	<b>83</b>	<b>0.4%</b>	<b>68</b>	<b>0.3%</b>

INDUSTRY SECTOR	COMPANIES QTY.	TOTAL HEADCOUNT	TURNOVER RATE AVG.	LABOR REQUIREMENTS			
				TURNOVER		GROWTH	
Electronics	9	5,608	5.0%	15	0.3%	5	0.1%
Mechanical	9	8,795	1.3%	31	0.4%	31	0.4%
Glass	2	826	2.3%	0	0.0%	10	1.2%
Food and Beverages	3	1,979	1.2%	6	0.3%	0	0.0%
Medical	2	3,427	4.7%	24	0.7%	18	0.5%
Other	3	1,183	9.4%	7	0.6%	4	0.3%
<b>Total</b>	<b>28</b>	<b>21,818</b>	<b>3.2%</b>	<b>83</b>	<b>0.4%</b>	<b>68</b>	<b>0.3%</b>

TURNOVER RATE	COMPANIES		HEADCOUNT	
	QTY.	%	QTY.	%
0 – 5.9%	23	82.1%	20,470	93.8%
More than 6%	5	17.9%	1,348	6.2%
<b>Total</b>	<b>28</b>	<b>100.0%</b>	<b>21,818</b>	<b>100.0%</b>

WORKFORCE POPULATION	TURNOVER RATE AVG.	COMPANIES		POPULATION	
		AMT.	%	AMT.	%
More than 1000	1.8%	7	25.0%	11,437	52.4%
500 – 999	2.0%	10	35.7%	6,954	31.9%
300 – 499	7.7%	5	17.9%	2,209	10.1%
Less than 300	15.3%	6	21.4%	1,218	5.6%
<b>Total</b>	<b>3.2%</b>	<b>28</b>	<b>100.0%</b>	<b>21,818</b>	<b>100.0%</b>

## SAMPLE OF MEXICALI LABOR TURNOVER

AREA	SITE	COMPANIES	TURNOVER		
			MIN.	WEIGHT AVG.	MAX.
Northeast	PIMSA I PIMSA IV EX-XXI	1. Black & Decker HHI 2. Fábrica de Papel San Francisco 3. Furukawa 4. Industrias SL 5. Isoclima 6. Skyworks 7. Technicolor 8. TT Electronics 9. Wabash	0.0%	3.4%	18.2%
East Lázaro Cárdenas	Sahuaro	1. Coca Cola 2. Interiores Aéreos 3. Placas Termodinámicas 4. Qisda	0.8%	0.9%	0.9%
Southwest	Progreso	1. Ascotech 2. EEMSA 3. Kyowa 4. Sukarne 5. Zahori	0.7%	5.5%	58.0%
Palaco Corridor	Cachanilla Colorado El Vigía II Las Californias Marán Nelson Palaco PIMSA II PIMSA III	1. Accuride 2. AMP 3. Breg México 4. Cardinal Health 5. Fevisa 6. Kenworth 7. SDS 8. Technologies Displays Mexicana 9. Tecnomex-Palaco 10. Unión de Pasteurizadores	0.3%	3.2%	41.8%
<b>Total</b>			<b>0.0%</b>	<b>3.2%</b>	<b>58.0%</b>

*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. Qisda 5. Skyworks	6. Technologies Displays Mexicana 7. Tecnomex-Palaco 8. TT Electronics 9. Wabash	0.2%	5.0%	41.8%
Mechanical	1. Accuride 2. AMP 3. Ascotech 4. Black & Decker HHI 5. Fábrica de Papel San Francisco	6. Interiores Aéreos 7. Kenworth 8. SDS 9. Zahori	0.3%	1.3%	4.9%
Glass	1. Fevisa	2. Isoclima	1.3%	2.3%	7.8%
Food and Beverages	1. Coca Cola 2. Sukarne	3. Unión de Pasteurizadores	0.8%	1.2%	2.3%
Medical	1. Breg México	2. Cardinal Health	1.6%	4.7%	4.9%
Other	1. Kyowa 2. Placas Termodinámicas	3. Technicolor	0.0%	9.4%	58.0%
<b>Total</b>			<b>0.0%</b>	<b>3.2%</b>	<b>58.0%</b>

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## SAMPLE OF MEXICALI LABOR TURNOVER

WORKFORCE POPULATION	COMPANIES	TURNOVER		
		MIN.	WEIGHT. AVG.	MAX.
More than 1,000	1. Accuride 2. Black & Decker HHI 3. Cardinal Health 4. EEMSA 5. Interiores Aéreos 6. Kenworth 7. Skyworks	0.2%	1.8%	4.9%
500 – 999	1. Ascotech 2. Coca Cola 3. Fábrica de Papel San Francisco 4. Fevisa 5. Furukawa 6. Placas Termodinámicas 7. SDS 8. Sukarne 9. Tecnomex-Palaco 10. Zahori	0.8%	2.0%	4.9%
300 – 499	1. AMP 2. Industrias SL 3. TT Electronics 4. Unión de Pasteurizadores 5. Wabash	1.3%	7.7%	18.2%
Less than 300	1. Breg México 2. Isoclima 3. Kyowa 4. Qisda 5. Technicolor 6. Technologies Displays Mexicana	0.0%	15.3%	58.0%
<b>Total</b>		<b>0.0%</b>	<b>3.2%</b>	<b>58.0%</b>

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## ANALYSIS OF TURNOVER RESULTS FOR THE MONTH OF NOVEMBER

- **72.2%** of the sample total is located in the *Palaco Corridor (42.7%)* and the *Northeast Section (29.4%)*.
- The turnover weighted average **decreased 2.2%** compared to October (from 5.4% to 3.2%). In comparison with November 2007 there is an decrease of 0.8% (from 4.0% to 3.2%).
- The difference between the minimum and maximum average turnover by geographical region is 4.6%.
- It is in the *Others Sector* where the highest average turnover is found (9.4%) and in the *Food and Beverages Sector* the lowest (1.2%).
- The highest personnel requirements due to Turnover are demanded in Quantity by the *Mechanical Sector* and in Percentage by the *Medical Sector*. The highest personnel requirements due to Growth are required in Quantity by the *Mechanical Sector* and in Percentage by the *Glass Sector*.
- **82.1%** (23) of the companies have a **monthly turnover up to 5.9%**, which represents 93.8% (20,470 employees) of the sample total.
- The companies with less than 300 employees (21.4% of the sample total) have the highest average turnover.
- The total number of hirings during the month of November was 373, representing 1.71% of the total sample headcount.
- The employment separations for the month were 773, with 8.9% of these occurring at less than 30 days from the hiring date.
- **There was no growth** for the month of November, there was actually a drop of 1.80% (400 jobs), being the *Southwest Sector* the area with the highest drop.
- From November's turnover rate (3.2%), approximately **1.79%** is related to expiration of employment contracts and layoffs.

## OCTOBER / NOVEMBER 2008 COMPARISON

	<b>Oct. '08</b>	<b>Nov. '08</b>	<b>Difference</b>	<b>Nov. '07</b>
Companies surveyed	31	28	<b>-3</b>	33
Population	24,916	21,818	<b>-3,098</b>	30,148
Average turnover	5.4%	3.2%	<b>-2.2%</b>	4.0%
Sector with highest turnover	Mechanical	Others		Glass
Sector with lowest turnover	Others	Food and Beverages		Food and Beverages
Highest labor requirements	Glass	Mechanical		Medical
Companies with turnover up to 5.9%	27(87.1%)	23(82.1%)	<b>-4(-5.0%)</b>	26 (78.8%)
Headcount for these companies	20,447 (82.1%)	20,470 (93.8%)	<b>+(23)</b> <b>(+11.7%)</b>	23,838 (79.1%)
Companies with highest turnover according to workforce size	More than 1,000 (22.6%)	Less than 300 (21.4%)		500 to 999 (33.3%)
Total hirings	522	373	<b>-149</b>	745
Total separations	1,475	773	<b>-702</b>	1,215
True growth	-3.68%	-1.80%	<b>+1.88%</b>	-1.53%