

New Entry Rate and Turnover Rate (by Country of Region)

Unit : %		New Entry Rate				Turnover Rate			
Category		China	Taiwan	Mexico	Subtotal	China	Taiwan	Mexico	Subtotal
Gender	Male	67	23	98	61	32	13	45	29
	Female	45	32	66	46	32	14	37	28
Position	Management	1	5	42	7	5	6	19	7
	Technical	17	15	49	18	16	10	35	15
	Administrative	18	19	45	21	18	14	32	18
	Skilled	82	46	88	77	41	19	43	38
Age	<30	85	63	103	85	42	21	50	40
	30~50	28	18	63	30	23	12	34	21
	>50	-	3	40	14	14	8	21	13
Total Employee		59	28	79	54	32	14	40	29
Indirect Labor		15	15	46	17	15	10	30	14
Direct Labor		82	46	88	77	41	19	43	38

New Entry Rate and Turnover Rate (by MGMT level)

Unit : %	New Entry Rate				Turnover Rate			
	China	Taiwan	Mexico	Subtotal	China	Taiwan	Mexico	Subtotal
Top Management	2	1	20	2	1	4	-	3
Middle mangement	1	1	34	4	1	4	13	3
Junior management	0	14	49	10	7	12	25	10
All Management Positions	1	5	42	7	5	6	19	7