

EXHIBIT 44

	RIF #	BUF #	Percent Age Group is of BU (520)	Percent Age Group is of RIF (112)	Percent of Age Group from BU that is RIF'd
30s	6	72	14%	5%	8%
40s	26	148	28%	23%	18%
50s	31	175	34%	28%	18%
60s	36	105	20%	32%	34%
70+	11	19	4%	10%	58%
		Excludes Glotzer			