



November 14, 2008

Mr. John Davoli, Mayor
City of Fostoria
213 S. Main Street
Fostoria, Ohio 44830

David G. Sauber, Sr., President
Seneca County Board of Commissioners
111 Madison Street
Tiffin, Ohio 44883

Rapid Response Section
Ohio Department of Job and Family Services
30 E. Broad Street, 32nd Floor
Columbus, Ohio 43215

Gentlemen:

The purpose of this letter is to provide you with certain information pursuant to the federal Worker Adjustment and Retraining Notification ("WARN") Act.

Fostoria Industries, Inc. (the "Company") currently operates a manufacturing plant at 1200 North Main Street in Fostoria, Ohio. The plant employs approximately 95 employees. Approximately 61 of those employees are in a bargaining unit represented by the International Union, United Automobile Workers of America ("UAW"), and its Local No. 1484. The International President of the UAW is Ron Gettelfinger, 8000 East Jefferson, Detroit, Michigan 48214, and the President of Local No. 1484 is Steve Angles, Fostoria Industries, Inc., 1200 North Main Street, Fostoria, Ohio 44830.

Because of the Company's business conditions, it anticipates closing the plant on or about March 15, 2009. The entire plant will be closed and the closing will be permanent. The date of the first separation resulting from the closure will be on or about January 15, 2009, and the anticipated schedule for additional separations is uncertain, as it will be determined by the volume of work orders received through the end of January, 2009.

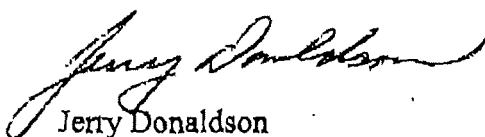
A list of the job titles of positions to be affected by the closing and the number of affected employees in each job classification is attached. There are no bumping rights available to the affected employees.

Fostoria Industries, Inc.

1200 N. Main St. • Fostoria, OH 44830-0986 • Ph: 419/435-9201 • Fax: 419/435-0842

For further information concerning this matter, please contact Mr. Jerry Donaldson, Vice President and Chief Financial Officer, Fostoria Industries, Inc., 1200 North Main Street, P. O. Box 986, Fostoria, Ohio 44830-0986.

Very truly yours,

A handwritten signature in cursive script, appearing to read "Jerry Donaldson", written in dark ink. The signature is fluid and extends to the right with a long, sweeping tail.

Jerry Donaldson

Fostoria Industries, Inc.
Bargaining Unit and Salaried Employees
November 14, 2008

Bargaining Employees - Represented by UAW Local 1484

Department Number and Job Classification	Direct	Indirect	Total Employees
11 - Turret Press Operator	3		3
12 - Die Setter		2	2
12 - General Production	7		7
20 - Standard Assembly	10		10
22 - Custom Support	2		2
23 - Custom Assembly	10		10
27 - Advance Paint	2		2
30 - Shipping		6	6
40 - Production Assembly	17		17
44 - Maintenance		2	2
Total Bargaining Unit Employees	51	10	61

Salaried Employees / Management

Functional Area	Total Employees
Accounting	3
Sales Customer Service	3
Engineering	8
Human Resources	2
IT	1
Operations Mgmt/Other Production Salaried	8
Quality Control	1
Sales & Sales Engineering	5
Salaried Total	31

Total Bargaining Unit and Salaried Employees 92