

3M Precision Optics, Inc.
A 3M company

3997 McMann Road
Cincinnati, Ohio 45245
513 752 7000 Office
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OHIO DEPARTMENT
JOB & FAMILY SERVICES

2008 FEB -7 A 8:10

OFFICE OF
WORKFORCE DEVELOPMENT



January 30, 2008

Jim Turner
Chief, Rapid Response Section
Ohio Department of Job and Family Services
145 South Front Street
P.O. Box 1618
Columbus, OH 43216-1618

Clermont County Commissioners
Clermont County Administration Building
101 E. Main Street
Batavia, Ohio 45103.

Union Township Trustees
4350 Aicholtz Road
Union Township, Ohio 45245-1517

As you may be aware, 3M Precision Optics recently announced the elimination of 78 positions at its Cincinnati, Ohio facility located at 3997 McMann Road, Cincinnati, Ohio 45245. These changes are the result of 3M's decision to phase out of its LCOS and KE polarizer businesses, as well as the Home Theater and Simulation business, during 2008. As of the date of this announcement, the Cincinnati location had a total employee headcount of 161 employees.

The purpose of this letter is to inform you of the anticipated job eliminations. These job eliminations will take place over a period of several months, beginning on March 31, 2008. Approximately 38 production and 33 non-production employees are expected to experience a permanent employment loss. None of the affected employees have union representation. The facility will not be closed as a result of these changes.

Affected employees will be given notice of the elimination their position at least 60 days prior to the date of employment loss. As they begin to separate from their employment with 3M, they will not be able to exercise bumping rights. Employees will be offered severance and outplacement benefits and will have the opportunity to pursue employment within 3M.

Additional information regarding the anticipated schedule for job separations, job titles of affected positions and number of affected employees in each job classification will be made available upon request.

This notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988, 29 U.S.C. §§ 2101-09. Should you have any questions or desire to have additional information, please contact me at 513-943-5487.

Sincerely,

A handwritten signature in cursive script that reads "Laura Kramer".

Laura Kramer
Human Resources
3M Precision Optics