

**Kettering Operations****NOTICE**

To: Wendy Patton, Rapid Response Program Administrator
Office of Workforce Development
Ohio Department of Job and Family Services
P.O. Box 1618, Columbus, Ohio 43216-1618

From: Terry Youngerman
Tenneco
Human Resource Manager
2555 Woodman Drive
Kettering, Ohio 45420

Date: December 12, 2008

Pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), we regret to inform you that Tenneco will have a permanent layoff of employees at its Kettering, Ohio facility located at 2555 Woodman Drive Kettering, Ohio 45420.

This action is due to schedule reductions from our customer General Motors (GM). Currently the Kettering plant provides product to six GM facilities. Those assembly plants are Hamtramck, Fairfax, Orion, Lordstown, Ramos and Oshawa. On November 17, 2008 GM formally notified us of schedule reductions at four of those assembly plants. Due to these schedule reductions we permanently laid off 27 employees effective December 1, 2008. Subsequently, on December 8, 2008 we were again notified by GM of dramatic, unforeseeable and additional schedule reductions, line rate reductions and temporary plant closings at all of the assembly plants that we service. These reductions have essentially cut our daily production requirements almost in half, from around 17,100 units per day to around 8,814 units per day. This reduction in schedule has caused us to review our resource allocation and announce another permanent layoff of 91 hourly production workers effective January 5, 2009. This action is expected to be permanent in nature.

While the Company acknowledges that, in normal circumstances, sixty (60) days' advance notice may be required under the federal WARN law for certain employment actions, the Company could not provide such notice that far in advance due to the unforeseeable business circumstances regarding the unanticipated and dramatic major downturn in the national economy and the above-described sudden, unforeseeable and significant schedule reductions from our customer General Motors which has affected our business.

In summary, from December 1, 2008 through January 5, 2009 we will have permanently laid off 118 hourly employees.

The number of workers who hold affected jobs in each job classification, the job titles of the affected positions, and schedule of separations are as shown on Exhibit "A" which is attached and made a part of this notice.

Exhibit "A"

Job Title	# affected	Permanent Layoff Date
Chuckers - Operator 2	2	1/5/2009
End of Line Testers -Operator 1	14	1/5/2009
End of Line Testers -Technician 1	2	1/5/2009
Euroturns/Button Chuckers - Technician 2	1	1/5/2009
Flex Lines -Operator 1	32	1/5/2009
Flex Lines -Technician 1	3	1/5/2009
Modular Assembly -Operator 1	21	1/5/2009
Modular Assembly -Technician 1	1	1/5/2009
Pickle House/Stress Relief Furnace -Oper	1	1/5/2009
Piston & Rod Assembly - Operator 2	5	1/5/2009
Platers - Operator 1	1	1/5/2009
Pre-Chrome Grinding -Operator 2	1	1/5/2009
Rear Containment/Assembly - Operator 1	1	1/5/2009
Scrap Inspector - Operator 2	1	1/5/2009
Shipping/Receiving - Operator 1	1	1/5/2009
Tube Cutoff - Reservoir and Cylinder - O	1	1/5/2009
Tube Mill Strut and Cylinder Line - Tech	1	1/5/2009
Tugger - Operator 1	2	1/5/2009

Total for 1/5/09

91

Also, Exhibit "B" which is also attached and made a part of this notice is a listing of the number of workers who are already laid off, shown by job titles.

Exhibit "B"

Job Title	# affected	Permanent Layoff Date
Chuckers - Operator 2	2	12/1/2008
End of Line Testers -Operator 1	2	12/1/2008
Flex Lines -Operator 1	16	12/1/2008
Modular Assembly -Operator 1	5	12/1/2008
Platers - Operator 1	1	12/1/2008
Pre-Chrome Grinding -Operator 2	1	12/1/2008

Total for 12/1/08

27

Bumping rights exist for affected union-represented employees and such employees will be affected in accordance with the provisions of the collective bargaining agreement. The union representatives of the affected union-represented employees are:

Jim Clark
IUE-CWA
President
2701 Dryden Road
Kettering, Ohio 45439


Gary McGuire
IUE-CWA
International Staff Representative
3461 Office Park Drive
Kettering, Ohio 45439

Kain Goodwin
IUE-CWA Local 755
Business Agent
1675 Woodman Drive
Dayton, Ohio 45432

Terry Grimes
IUE-CWA Local 755
Assistant Business Agent
1675 Woodman Drive
Dayton, Ohio 45432

For further information regarding this action, please feel free to contact me at (937) 781-4950.

Sincerely,

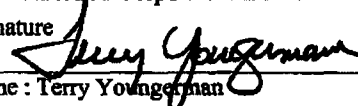

Terry Youngerman
Human Resource Manager
2555 Woodman Drive
Kettering, Ohio 45420

Notice of Closing or Substantial Layoff

The Worker Adjustment and Retraining Notification Act of 1988 (P.L.100-379) requires certain employers to give at least 60 days notice to layoffs or plant/facility closings. Notice must be given to the State Dislocated Employee Unit, local government and employees. Failure to do so makes an employer liable to each aggrieved employee for back pay for each day of violation and benefits. In addition, any such employer shall be subject to a civil penalty of not more than \$500 for each day of violation.

State notice must be submitted to: Wendy Patton, Rapid Response Program Administrator
Office of Workforce Development
Ohio Department of Job and Family Services
P.O. Box 1618, Columbus, Ohio 43216-1618

The following information must be included:

1. Employer name and address: Tenneco 500 North Field Drive Lake Forest, Illinois 60045		1a. Site of dislocation (plant/facility address): Kettering Operations 2555 Woodman Drive Kettering, Ohio 45420	
2. Total Ohio workforce: full time: 711 part time: ____		3. Total site workforce: full time: 357 part time: ____	
4a. Nature of planned action: Plant closing <input type="checkbox"/> Layoff <input checked="" type="checkbox"/>		4b. Anticipated duration of action: Permanent: <input checked="" type="checkbox"/> Temporary: <input type="checkbox"/>	
5. If action is temporary, expected duration:			
6. Employment loss: Number of permanent jobs lost: 118 Number of temporary jobs lost: ____		7. Effective date of initial separations: 12/1/08	
8a. Are separations phased (multiple layoff dates) Yes		8b. If separations are phased, is a schedule attached that includes dates of separation and number of affected employees for each date? Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>	
9. Attached is a list of all affected job titles and the number of affected employees in each job classification. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>			
10. Are any of these job titles covered by bumping rights? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>			
11. List each union representing affected employees (attach a list if necessary) IUE-CWA Local 755			
Union and Local Number IUE- CWA Local 755		Address 1675 Woodman Drive Dayton, Ohio 45342	
Union chief elected official Kain Goodwin		Telephone (937) 253-3565	
12. Corporate contact person:		13. Authorized Corporate Official:	
Name : Terry Youngerman		Signature 	
Address: 2555 Woodman Drive Kettering, Ohio 45420		Name : Terry Youngerman	
Telephone: 937-781-4950		Title: Human Resource Manager	
Email: tyoungerman@tenneco.com		Address: 2555 Woodman Drive Kettering, Ohio 45420	
		Telephone: 937-781-4950	
		Email: tyoungerman@tenneco.com	