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OHIO DEPARTMENT
JOB & FAMILY SERVICES

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*Innovative Design &
Polymer Solutions*

OFFICE OF
WORKFORCE DEVELOPMENT

February 22, 2008

Mr. Jim Turner
Chief, Rapid Response Section
Ohio Department of Job and Family Services
4020 East 5th Avenue
Columbus, OH 43219

Re: Notice of Terminating Operations and Closing Facility

Dear Mr. Turner:

As you may know, Johnson Rubber Company (the "Company") is terminating its operations and closing its facility in North Baltimore, Ohio. The Company is hereby giving you notice that the Company will be permanently terminating its operations located at located at 587 W. Broadway Street, North Baltimore, Ohio 45872.

The employees will be terminated no earlier than April 23, 2008 and they will be paid at least through that date. However, some employees may not have to work after a date occurring prior to April 23, 2008. The Company anticipates that some of these employees will no longer need to work on a date between April 1, 2008 and April 15, 2008. The Company anticipates that 114 of employees will be affected by the Company's termination of operations. All positions and jobs at this location will be eliminated. The job titles of the positions that will be affected, together with the number of employees in each classification, are set forth on the attached list. No bumping rights exist. The United Steelworkers, Local 24.11 represents the production and maintenance employees at this location. Sherry Huff is the Local President and her contact information is United Steelworkers, Local 24.11, 1440 South Byrne Road, Toledo, OH 43614; Phone: 419-385-6687.

If you need any further information with respect to the foregoing, you should contact Karen Hannah, Human Resources Manager, at 419-257-3451 ext. 226.

Sincerely,

Karen Hannah
Operation Services/Human Resources Manager
Johnson Rubber Company

Enclosure

Union/Hourly Employees Involved in Plant Closing

Job Class	Total Employees
Compounder/Mill Operator	8
Conventional Press Operator	17
Extruded Operator	6
Finisher	4
Injection Press Operator	34
Labor Pool	5
Maintenance	6
Mandrels	10
Mixer Operator	2
Mold Cleaner	1
Mold Changer	1
Shipper	3
Washer/Cryogenic Operator	2
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Salary Employees Involved in Plant Closing

Number of Employees

Job Class

1		Customer Service/Shipping Super
1		Data/Production Entry
1		Eng/Prod Support/Supervisor
1		Engineering Manager
1		Maintenance Mgr
1		Mixing Supr/Lab Supr
1		Operation Services/HR Manager
1		Prod Control/Scheduler
1		Quality Control Inspect.
1		Quality Insp/Mixing Supr/Lab Tech
1		Shipping Coordinator
4		Supervisor

15 Total Salary