



Date: November 18, 2011

Re: 60 days advance notice of layoffs to union representative

Ms. Jean Ann Carlson
Rapid Response
Ohio Department of Job and Family Services
P.O. Box 1618
Columbus, Ohio 43216-1618

Dear Ms. Carlson:

We regret to inform you that Ovonic Energy Products, Inc. is laying off several employees at the facility located at 50 Ovonic Way, Springboro, Ohio 45066. It is not known whether this layoff will be permanent or temporary, but it is expected that the layoffs will exceed six months. The number of active employees that will be laid off is seventy-seven (77). Seventy (70) of these active employees are represented by IUE-CWA, AFL-CIO (IUE) and its Local 755. In addition to the seventy (70) employees that will be affected, the ninety-seven (97) employees that are presently inactive (on layoff) that are also represented by IUE and its Local 755 will be affected as many of their recall rights will end during the layoff.

The layoffs are scheduled to commence on March 2, 2012 and to end on March 15, 2012. The active employees will be laid off during this period.

The affected employees are represented by Local IUE-CWA 755:

Local IUE-CWA 755
Attn: Shawn Grimes
50 Ovonic Way
Springboro, Ohio 45066

In addition to the expected date (or window) of layoff, the attached list sets forth the job titles of the positions affected. Inactive employees or laid-off employees with recall rights are listed as well. Any bumping rights would be governed by the Collective Bargaining Agreement.

This letter is intended to satisfy the WARN Act. Any questions regarding this matter should be directed to:

Matt Jonas
Vice President- Manufacturing
Ovonic Energy Products
50 Ovonic Way
Springboro, Ohio 45066
(937) 743-1003

Very truly yours,

Rachel Reed
Human Resource Generalist

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OHIO DEPARTMENT
JOB & FAMILY SERVICES
NOV 21 4 49 PM
OFFICE OF
WORKFORCE DEVELOPMENT

Attachment 1

Approximate Distribution of Active Springboro Employees Impacted by Mass Layoff

Operator Job Classification

Department	Classification	Number of Employees	Department Total
Final Assembly	Group Leader	2	5
	Operator	3	
Compaction	Group Leader	2	12
	Operator	10	
Dock	Group Leader	1	1
	Operator	0	
Encapsulation	Group Leader	2	6
	Operator	4	
Formation	Group Leader	1	7
	Operator	6	
Mix and Paste	Group Leader	3	5
	Operator	2	
Compliance	Operator	1	1
Wet Cell	Group Leader	1	19
	Operator	18	
Total Active Employees	Group Leader	13	56
	Operator	43	

Attachment 2

Approximate Distribution of Active Springboro Employees Impacted by
Mass Layoff

Department	Classification	Number of Employees	Department Total
Final Assembly	Maintenance	0	0
Compaction	Maintenance	6	6
Dock	Maintenance	0	0
Encapsulation	Maintenance	1	1
Formation	Maintenance	2	2
Mix and Paste	Maintenance	2	2
Wet Cell	Maintenance	3	3
Total	Maintenance	14	14

Attachment 3

Approximate Distribution of Inactive Springboro Employees Impacted
by Mass Layoff

Classification	Number of Employees	Department Total
Operators	78	78
Maintenance	19	19
Total Inactive Employees	97	97

Attachment 4

Approximate Distribution of Active Springboro Employees Impacted by Mass Layoff

Department	Classification	Number of Employees	Department Total
Materials	Inventory Analyst	1	1
Engineering	Manufacturing Engineer	1	1
Quality	Quality Technician	2	2
Supervisor	Third Shift Supervisor	1	3
	Second Shift Supervisor	1	
	First Shift Supervisor	1	
Total		7	7