



Clevite Elastomers
419 499-6381

33 Lockwood Road
cell 419 541-0095

Milan, OH 44846
fax 419 499-4149

To: Rapid Response Section
Bureau of WIA
Ohio Department of Job & Family Services
P.O. Box 1618
Columbus, Ohio 43216-1618

From: Steve Grilly
Regional Plant Manager

CC: Mike Bickley

Date: **July 21, 2008**

Re: Notice of Intent to Permanently Lay Off (WARN Notice)

This letter is to inform you that Tenneco plans to permanently lay off certain employees from its manufacturing operations in Milan, Ohio located at 33 Lockwood Road, Milan, Ohio 44846.

The layoffs will occur at different times over the next several months. This action is expected to be permanent in nature. As of July 7, 2008, the manufacturing operations have 96 active bargaining unit employees, 44 bargaining unit employees on layoff and 13 bargaining unit employees on Medical or Industrial; totaling 153 employees in the bargaining unit. There are also 21 non bargaining unit employees.

The scheduled separation dates for the bargaining unit employees are projected to occur on the following dates (or on a date within the 13-day period immediately following these dates). This announcement and timetable are based on the best information currently available.

1. September 22, 2008 for estimated separation of 12 bargaining unit employees for movement of Injection Molding Capacity and Interplant Conventional Molding Capacity.
2. September 29, 2008 for estimated separation of 8 bargaining unit employees for movement of Conventional Aftermarket Molding Capacity and 24" Rail mold capacity.
3. December 1, 2008 for estimated separation of 15 bargaining unit employees for movement of Conventional Incentive Molding Capacity.
4. March 23, 2009 for estimated separation of 25 bargaining unit employees for movement of remaining Conventional Molding Capacity.



As a result of the layoffs of bargaining unit employees, 5 non bargaining unit employees will also be laid of during this time frame.

The job titles of and number of employees in each of the affected positions are listed on Exhibit 1 attached to this Notice. Bumping rights exist for affected union represented employees, and they will be affected in accordance with the provisions of our labor contract. Non-union employees do not have bumping rights.

The union representatives of the affected union employees are:

Ron Gettlefinger, President
United Automobile Workers Union
8721 East Jefferson Avenue
Detroit MI 48214

Mr. Patrick Spayde, President
UAW Local 2352
33 Lockwood Rd.
Milan, OH 44846

In total, we estimate that up to 60 bargaining unit employees and 5 non bargaining unit employees will be permanently laid off due to the movement of these operations. If you have questions or need further information regarding these layoffs, please contact Mike Bickley, Manager, Human Resources at 419-499-6381.