



Rapid Response Section
Bureau of WIA
Ohio Department of Job & Family Services
Worker Adjustment Retraining Notification (WARN) Act
P.O. Box 1618
Columbus, OH 43219
Via fax: 614-728-5938

Re: Notice of Layoffs at American Weather-Seal Company

September 9, 2008

Dear Sirs:

This is to inform you that American Weather-Seal Company is conducting layoffs on September 9, 2008 at its facility located at 1400 Dairy Lane, Orrville, OH 44667. The Company expects this layoff to be permanent and that no bumping rights will exist.

The decision to close this facility and our inability to provide more advance notice was the result of a number of sudden and unanticipated events, including a loss of liquidity, inability to effectuate adequate refinancing, and the unprecedented deterioration of market conditions with no foreseeable improvement in sight. In addition, providing earlier notice would have prevented the Company from obtaining the sought after capital necessary to continue its operations. Unfortunately, the Company was unable to obtain this needed capital.

Attached for your information is a listing of the names of employees by position and title affected by these layoffs.

We regret having to take this action because of its impact on the employees and the local community. Should you have any questions, please contact Larry R. Haberman, Monarch Holdings, Inc. at 515-993-4561.

Sincerely,

A handwritten signature in black ink, appearing to read "Larry R. Haberman", is written over a horizontal line.

Larry R. Haberman
President
Monarch Holdings, Inc.

Enclosure

AMERICAN WEATHER-SEAL COMPANY
SEPTEMBER 9, 2008

POSITION

Assembler
Machine Operator
Senior Lead
Leadperson
Leadperson
Leadperson
Shipping
Receiving
Saw Operator
Assembler
Leadperson
Machine Operator
Was Senior Lead
Machine Operator
Leadperson
Machine Operator
Assembler
Saw Operator
Packer
Leadperson
Assembler
Packer
Leadperson
Assembler
Senior Lead
Assembler
Swiggle
Packer
Leadperson
Machine Operator
Assembler
Machine Operator
Assembler
Machine Operator
Maintenance
Machine Operator
Saw Operator
Receiving
Maintenance
Saw Operator
Bending
IT
Assembler
Saw Operator
Assembler
Machine Operator

AMERICAN WEATHER-SEAL COMPANY
SEPTEMBER 9, 2008

POSITION

Assembler
Leadperson
Leadperson
Shipping
Assembler
Mulling
Saw Operator
Assembler
Saw Operator
Assembler
Maintenance/Lead
Machine Operator
Leadperson
Mulling
Saw Operator
Shipping
Bending
Saw Operator
Assembler
Shipping
Assembler
Swiggle
Shipping
Maintenance
Machine Operator
Shipping
Packer
Leadperson
Saw Operator
Service Tech
Service Mgr
Safety Mgr
Operations Mgr
HR Admin
Glass Line Supervisor
Materials Mgr
Sales Mgr
Production Office
Inventory Asst
Engineering
Salesman
Cust Serv MGR
CAD
Customer service
Customer service
Transportation Office

POSITION

Customer service
Customer service
Purchasing
General Manager
AP/ AR Admin
Controller
Production Office
IT Mgr