



May 9, 2011

Jean Ann Carlson  
Rapid Response Section  
Worker Adjustment Retaining Notification Act  
P.O. Box 1618  
Columbus, OH 43216-1618

**RECEIVED** MAY - 6-2011 *10 MS*

Re: Notice of Mass Layoff/Plant Closing  
International Brake Industries, Inc.

Dear Ms. Carlson:

On March 9, 2011 in accordance with the Worker Adjustment and Retraining Notification Act, you were notified that the International Brake Industries, Inc. ("IBI"), plant, in Lima, Ohio, for all intents and purposes will be closed this Spring. As the plant terminates the production component of its business in Lima, our employees will suffer a mass layoff.

The March 9, 2011 notice applied to the employees covered under the collective bargaining agreement ("CBA") in existence between IBI and Local 975 of the International Union of the United Automobile, Aerospace and Agricultural Implement Workers of America ("Union"). This notice applies to Salary employees, not covered under the collective bargaining agreement noted above, that will be terminated. The names, job titles and termination dates of the affected employees are outlined below:

Employee	Job Title	Termination Date
	Material Clerk	07/08/2011
	Material Clerk	07/08/2011
	Production Supv.	07/29/2011
	Production Supv.	07/08/2011
	Maintenance Assoc.	07/08/2011
	Maintenance Assoc.	07/08/2011
	Human Resources Mgr.	08/26/2011
	Purchasing	07/11/2011

The employees listed above will be personally notified and receive a copy of this notice via hand delivery. The layoff is permanent with no bumping rights.

Ms. Jean Ann Carlson

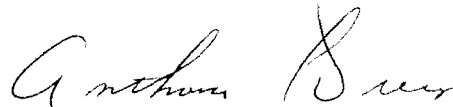
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It is our intent that this notice adequately comply with all of our legal obligations under the WARN Act. If you are not the proper person to receive this notice, please contact me immediately. In addition, if you need additional information, or believe there are additional tasks we must complete, please give Jane Wilcox, our designated company official, a call at the following number:

Jane Wilcox  
International Brake Industries, Inc.  
1840 McCullough Street  
Lima, Ohio 45801-3098  
419 227 4421

Very truly yours,

A handwritten signature in cursive script, appearing to read "Anthony Drerup".

Anthony Drerup  
General Manager  
International Brake Industries, Inc.



March 9, 2011

Jean Ann Carlson  
Rapid Response Section  
Worker Adjustment Retraining Notification Act  
P.O. Box 1618  
Columbus, Ohio 43216-1618

Re: Notice of Mass Layoff/Plant Closing  
International Brake Industries, Inc.

Dear Ms. Carlson:

In accordance with the Worker Adjustment and Retraining Notification Act, you are hereby notified that the International Brake Industries, Inc. ("IBI"), plant, in Lima, Ohio, for all intents and purposes will be closed this Spring. As the plant terminates the production component of its business in Lima, our employees will suffer a mass layoff.

As a result of this action, almost all of the positions at this plant will be eliminated and, with only a few exceptions, all persons at the plant will be terminated. The separation from employment will be permanent.

There is a collective bargaining agreement ("CBA") in existence between IBI and Local 975 of the International Union of the United Automobile, Aerospace and Agricultural Implement Workers of America ("Union"). The parties to the CBA are fully informed and have negotiated a plant closure agreement. Nonetheless, notice of this mass layoff is given this same day to the Union:

Dan Hinegardner, International Representative  
UAW Local 975  
Region 2-B  
Dayton Sub-Regional Office  
1155-D Lyons Road  
Dayton, Ohio 45458  
937-433-1524

It is anticipated that the following job classifications will experience layoffs between May 9, 2011, and May 20, 2011:

Table Worker

16

RECEIVED  
OHIO DEPARTMENT  
JOB & FAMILY SERVICES  
2011 MAR 14 A 7:11  
OFFICE OF  
WORKFORCE DEVELOPMENT



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Table Head	16
Order Picker	15
Machine Operator	15
Material Handler	6
Group Leader	5
Total: 73	

Because the CBA provides for bumping rights, individual names of employees who will suffer an employment loss starting on May 9, 2011, cannot be determined until IBI and the Union sit down to determine the rights of each employee.

Between May 20, 2011, and June 3, 2011, the following additional classifications will experience a job loss:

Table Worker	32
Machine Operator	10
Material Handler	27
Inspector	3
Group Leader	6
Janitor	2
Total 80	

These individuals may also have some bumping rights under the CBA.

It is our intent that this notice adequately comply with all of our legal obligations under the WARN Act. If you are not the proper person to receive this notice, please contact me immediately. In addition, if you need additional information, or believe there are additional tasks we must complete, please give Jane Wilcox, our designated company official, a call at the following number:

Jane Wilcox  
International Brake Industries, Inc.  
1840 McCullough Street  
Lima, Ohio 45801-3098  
419 227 4421

Jean Ann Carlson  
March 9, 2011  
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Very truly yours,

A handwritten signature in cursive script, appearing to read "Anthony Drerup". The signature is written in black ink and is positioned above the printed name and title.

Anthony Drerup  
General Manager  
International Brake Industries, Inc.