

COPY

WARN Notice – State/Local Officials

To: Deborah Hennessey
Michigan Department of Labor and Economic
Growth, Bureau of Workforce Programs
Workforce Transition Division, Rapid Response
Section, 201 North Washington Square, 5th Floor
Lansing, MI 48913

Date: September 26, 2007

Re: Sun Microsystems, Inc. Reduction In Force & WARN Notification

This memorandum shall serve to notify you that Sun Microsystems, Inc. will be implementing a reduction in force which may constitute a mass layoff or plant closing as defined by the federal Worker Adjustment and Retraining Notification ("WARN") Act or by any state notification statute of a state with an affected site. Sun has announced the need to reduce overall spending in fiscal year 2008, including a reduction in headcount. Sun has identified and continues to identify which employees will be impacted. Based on the best information available to Sun at this time, Sun expects to release employees throughout the United States between November 26, 2007 and December 10, 2007, with the majority of terminations occurring on November 26, 2007 and December 1, 2007. Notice is being given to affected employees to ensure that each has received at least 60 days notice of termination.

The "WARN Data" attached hereto indicates the sites and number of employees to be terminated between November 26, 2007 and December 10, 2007. The information contained in this notice is the most current information at this time and supersedes any prior forecasts reported in any earlier notices. This information may change due to subsequent events beyond our control and as additional business units continue to assess their needs. For example, Sun expects that some affected employees may find alternate employment in another Sun organization before their employment termination date. Affected employees that are currently on approved leaves of absence may elect to terminate employment before or at the end of their leaves.

Sun provides 60 days pay and other benefits pursuant to law. Sun expects that the reductions will be permanent. Bumping rights do not exist.

If you wish to contact someone regarding career transition services please contact Betty Barnhill at Right Management Consultants:

Right Management Consultants
5300 Stevens Creek Blvd.
San Jose, CA 95129
Tel. (888) 440-4844

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RAPID RESPONSE
WORKFORCE PROGRAMS

As authorized by 20 C.F.R. Sec. 639.7(e), which is incorporated by reference in California Labor Code sec. 1401(b), information regarding the number of affected employees by job title and information updates may be obtained by contacting Jeannene Michel:

Human Resources
Sun Microsystems, Inc.
4120 Network Circle
Santa Clara, CA 95054
Tel. (408) 404-5321



Sun Microsystems, Inc.
4120 Network Circle
Santa Clara, CA 95054

WARN DATA
Sun Microsystems, Inc.
 (Last Updated 9/26/07)

Affected Sites	Number of Employees to be Terminated between November 26, 2007 and December 10, 2007
<u>Sun's Birmingham Site</u> 600 University Park Place, Suite 175 Birmingham, AL 35209	2
<u>Sun's Phoenix Site</u> 2398 East Camelback Rd., Suites 950 & 920 4722-4742 North 24 th St, Ste 365 Phoenix, AZ 85016	3
<u>Sun's El Segundo Site</u> 222 N. Sepulveda Blvd. El Segundo, CA 90245	2
<u>Sun's Irvine Site</u> 17571 Von Karman Ave. 2020 Main Street Irvine, CA 92614 1 Macarthur Place Irvine, CA 92707	7*
<u>Sun's Menlo Park Campus Sites</u> 10-19 Network Circle Menlo Park, CA 94025	126*
<u>Sun's Milpitas Site</u> 80 Railroad Ave. Milpitas, CA 95035	1
<u>Sun's Monrovia Campus Sites</u> 800 Royal Oaks 181 W. Huntington Dr. Monrovia, CA 91016-6347	24
<u>Sun's Ontario Site</u> 34 Centrelake Drive, Suites 410, 405 & 420 Ontario, CA 91761	2
<u>Sun's Pleasanton Site</u> 3875 Hopyard Rd. Pleasanton, CA 94588	2
<u>Sun's Sacramento Site</u> 8880 Cal Center Dr., Suite 200 Sacramento, CA 95826	4
<u>Sun's San Diego Site</u> 9525 Towne Centre Dr. San Diego, CA 92121	14
<u>Sun's San Francisco Site</u> 500 Howard St. San Francisco, CA 94105	6

Affected Sites	Number of Employees to be Terminated between November 26, 2007 and December 10, 2007
<u>Sun's Santa Clara Campus Site</u> 2620 Augustine Drive, Ste 140 4100-4220 Network Circle Santa Clara, CA 95054	112*
<u>Sun's Sunnyvale Site</u> 324, 410 & 430 N. Mary Ave. 910 Hermosa Ct. Sunnyvale, CA 94085	1
<u>Sun's Universal City Site</u> 10 Universal City Plaza, 21 st Floor Universal City, CA 91608	4
<u>Sun's Walnut Creek Site</u> 1277 Treat Blvd., Suites 200 & 240 Walnut Creek, CA 94597	6
<u>Sun's Broomfield Site</u> 500 Eldorado Blvd., Bldgs 1-6 Broomfield, CO 80021	108*
<u>Sun's Colorado Spring Site</u> Tech Center VI 5575 Tech Center Dr., Suite 200 Colorado Springs, CO 80919	1
<u>Sun's Lone Tree Site</u> 9285 Teddy Lane, Suite 115 Lone Tree, CO 80124	1
<u>Sun's Louisville, CO Site</u> 1 StorageTek Dr., Bldgs 1-9 Louisville, CO 80124	21
<u>Sun's East Hartford Site</u> 333 East River Dr., Third Floor East Hartford, CT 06108	9
<u>Sun's East Stamford Site</u> 281 Tresser Blvd., 12 th Fl. 2 Stamford Plaza Stamford, CT 06901	3
<u>Sun's Fort Lauderdale Site</u> 550 West Cypress Creek Rd., Suites 400 & 500 Fort Lauderdale, FL 33309	5
<u>Sun's Jacksonville Site</u> 7785 Baymeadows Way, Suite 108 Jacksonville, FL 32256	2
<u>Sun's Orlando Site</u> 3501 Quadrangle Blvd., Suite 150 Orlando, FL 32817	9
<u>Sun's Tampa Site</u> 500 North Westshore Blvd., Suite 960 Tampa, FL 33609	3

Affected Sites	Number of Employees to be Terminated between November 26, 2007 and December 10, 2007
<u>Sun's Alpharetta Sites</u> 3655 North Point Pkwy. 3600 Mansell Rd., Suite 400 Alpharetta, GA 30005	19
<u>Sun's Norcross Site</u> 5390 Triangle Pkwy Norcross, GA 30092	3
<u>Sun's West Des Moines Site</u> 1200 35 th St., Suites 106-15, 16, 17, 20 West Des Moines, IA 50266	1
<u>Sun's Boise Site</u> Ninth and Idaho Bld. Suite 520 Boise, ID 83702	2
<u>Sun's Chicago Sites</u> 190 S. Lasalle St., 14 th Floor Chicago, IL 60603 10 South Wacker Dr., 20 th Floor Chicago, IL 60606	24
<u>Sun's Itasca Site</u> Two Pierce Place, Floors 15 & 17 Itasca, IL 60143	12
<u>Sun's Topeka Site</u> 231 SE 53 rd , Suite B Topeka, KS 66609	1
<u>Sun's Louisville, KY Site</u> 462 South Fourth Ave., Suite 1780 Louisville, KY 40202	1
<u>Sun's Overland Park Site</u> 7500 College Blvd., Suite 920 Overland Park, KS 66210	4
<u>Sun's Wichita Site</u> 3450 N. Rock Road, Suite 301 Northrock Business Park Wichita, KS 67226	2
<u>Sun's Burlington Site</u> I Network Dr., Bldgs 1-6, 9 & 10 Burlington, MA 01803	60
<u>Sun's Marlborough Site</u> 199 Forest Street, Suite 100 Marlborough, MA 01752	8
<u>Sun's Annapolis Site</u> 306 Sentinel Dr. Annapolis Junction, MD 20701	7
<u>Sun's Columbia Site</u> 6750 Alexander Bell Dr., Suites 300 & 400 Columbia, MD 21046	11

Affected Sites	Number of Employees to be Terminated between November 26, 2007 and December 10, 2007
<u>Sun's Southfield Site</u> [REDACTED] 400 Southfield, MI 48075	16
<u>Sun's Bloomington Site</u> 7760 France Ave., Suite 950 Bloomington, MN 55435	3
<u>Sun's Eagan Site</u> 1270 Eagan Industrial Rd., Suite 160 Eagan, MN 55121	1
<u>Sun's Minneapolis Site</u> 33 South Sixth St., 41 st Floor Minneapolis, MN 55402	4
<u>Sun's St. Louis Site</u> 600 Emerson Rd., Suite 301 St. Louis, MO 63141	9
<u>Sun's Cary Site</u> 1225 Crescent Green, Suite 125 Cary, NC 27511	6
<u>Sun's Charlotte Site</u> 10925 David Taylor Dr., Suite 320 Charlotte, NC 28262	3
<u>Sun's Greensboro Site</u> 200 Centre Port Dr. Greensboro, NC 27409	1
<u>Sun's Omaha Site</u> Executive Center 11516 Miracle Hills Dr. Omaha, NE 68154	2
<u>Sun's Nashua Site</u> 1617 Southwood Dr. Nashua, NH 03063	9
<u>Sun's Mont Laurel Site</u> 6000 Midlantic Dr., Suite 102 North Mont Laurel, NJ 08054	1
<u>Sun's Somerset Site</u> 400 Atrium Dr., 1 st & 2 nd Floors Somerset, NJ 08873	16
<u>Sun's Albuquerque Site</u> 6565 Americas Parkway, N.E., Suite 830 Albuquerque, NM 87110	1
<u>Sun's Los Alamos Site</u> Los Alamos Research Park 4200 West Jemez Rd., Suite 301 Los Alamos, NM 87544	1

Affected Sites	Number of Employees to be Terminated between November 26, 2007 and December 10, 2007
<u>Sun's Las Vegas Site</u> 3960 Howard Hughes Parkway 5 th Floor, Suite 536 Las Vegas, NV 89109	1
<u>Sun's Fairport Site</u> 345 Woodcliff Dr. Fairport, NY 14450	5
<u>Sun's New York Site</u> 1 World Financial Center 200 Liberty Street, 21 st Floor New York, NY 10281	20
<u>Sun's Columbus Site</u> 280 North High Street, Suite 900 Columbus, OH 43215	3
<u>Sun's Fairborn Site</u> 3000 Presidential Dr., Suite 340 Fairborn, OH 45324	2
<u>Sun's Independence Site</u> 2 Summit Park Dr., Suites 530 & 540 Independence, OH 44131	5
<u>Sun's Tulsa Site</u> 3158 South 108 th East Ave., Suite 274 Tulsa, OK 74146	1
<u>Sun's Hillsboro Site</u> 3295 NW 211 th Terrace Hillsboro, OR 97124	8
<u>Sun's King of Prussia Site</u> 610 Freedom Business Center, Suite 300 King of Prussia, PA 19406	12
<u>Sun's Pittsburgh Site</u> 5500 Corporate Dr., Suite 350 Pittsburgh, PA 15273	1
<u>Sun's Brentwood Site</u> 1 Maryland Farms, Suite 100 Brentwood, TN 37027	1
<u>Sun's Cordova Site</u> 57 Germantown Ct., Suite 104 Cordova, TN 38018	1
<u>Sun's Austin Site</u> 5300 Riata Park Ct., Bldg A-F Austin, TX 78727	9
<u>Sun's Dallas Site</u> 16000 Dallas Pkwy, Floors 5-8 Dallas, TX 75248 12750 Merit Dr., Suite 800 Dallas, TX 75251	28

Affected Sites	Number of Employees to be Terminated between November 26, 2007 and December 10, 2007
<u>Sun's Houston Site</u> 952 Echo Lane, Suite 400-493 Houston, TX 77024	12
<u>Sun's Salt Lake City Site</u> 7090 South Union Park Ave., Suite 520 Midvale, UT 84047	1
<u>Sun's Ashburn Site</u> 20098 Ashbrook Place Ashburn, VA 20147	5
<u>Sun's Hampton Site</u> Six Manhattan Square, Suite 205 Hampton, VA 23666	1
<u>Sun's McLean Site</u> 8280 Greensboro Dr, Ste 700 7900 Westpark Dr. McLean, VA 22102	14
<u>Sun's Bellevue Site</u> 15395 SE 30 th Place, Suites 120 & 220 Bellevue, WA 98007	9
<u>Sun's Milwaukee Site</u> 10201 Innovation Dr., Suite 300 Milwaukee, WI 53226	1
<u>Sun's Waukesha Site</u> N16 W23217 Stone Ridge Dr., #300 Waukesha, WI 53188	2

Notes:

* The following employees will have termination dates after the two week period of November 26, 2007-December 10, 2007: one employee at the Irvine, CA site will have a termination date of December 11, 2007; one employee at the Menlo Park, CA site will have a termination date of January 17, 2008; one employee at the Santa Clara, CA site will have a termination date of January 17, 2008; and one employee at the Broomfield, CO site will have a termination date of January 17, 2008.