

August 27, 2009

Ms. Chong-Anna Canfora
Michigan Rapid Response Team
Dept. of Energy, Labor and Economic Growth
P.O. Box 30004
Lansing, MI
48909

Dear Ms. Canfora:

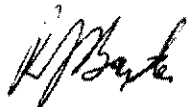
This notice is being provided pursuant to regulations contained in the Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires affected employers to provide notice to certain government officials of a pending mass layoff or permanent closure.

This is to advise you that the Riverview plant of Taminco Higher Amines Inc. will permanently close in the late fall, 2009, early winter 2010 time frame. The plant is closing due to business reasons. The plant is located at 17168 West Jefferson Avenue in Riverview, MI. The number of employees affected is 80. A list of the affected positions and expected layoff dates is enclosed. Affected employees do not have bumping rights into other Taminco plants. All affected employees have been notified of the plant closure.

The hourly employees in the plant are represented by the United Steel Workers Union, Local 2659, Unit 35 (formerly Local 2-591). The chief elected official of the union is Mr. James Maynard. Mr. Maynard's phone is 734-285-9200, extension 495. The Union mailing address is 13233 Hancock Drive, Taylor, MI 48180.

For further information, please contact either me at 734-246-2007 or Human Resources Manager Paul Lipsitz at 734-246-2079.

Sincerely,



Russ Baxter
Site Manager
Taminco Higher Amines Inc.
17168 West Jefferson Avenue
Riverview, MI
48193

Enclosure



Taminco Riverview Plant Closure	
Position Title	Expected Layoff Date
Operator Process	10/31/2009
Former Employee	10/31/2009
Former Employee	10/31/2009
Service Technician	10/31/2009
Maintenance Technician	10/31/2009
Operator Process	10/31/2009
Recall List Operator	10/31/2009
Maintenance Technician	10/31/2009
Operator Second Class	10/31/2009
Recall List Operator	10/31/2009
I&E Technician	10/31/2009
Operator Second Class	10/31/2009
Operator Second Class	10/31/2009
Service Technician	10/31/2009
Operator Process	10/31/2009
Maintenance Technician	11/15/2009
Maintenance Technician	11/15/2009
Operator Process	11/15/2009
Maintenance Technician	11/15/2009
Operator Process	11/15/2009
Service Technician	11/15/2009
Operator Process	11/15/2009
Service Technician	11/15/2009
I&E Technician	11/15/2009
Operator Process	11/15/2009
Lab Technician	11/30/2009
Lab Technician	11/30/2009
Lab Technician	11/30/2009
Safety Observer	11/30/2009
Lab Technician	11/30/2009
Operator First Class	12/7/2009
Operator First Class	12/7/2009
Service Technician	12/7/2009
Service Technician	12/7/2009
Service Technician	12/7/2009
Maintenance Technician	12/7/2009
Operator Second Class	12/7/2009
Maintenance Technician	12/7/2009
I&E Technician	12/7/2009
Maintenance Technician	12/7/2009
Operator Second Class	12/7/2009
Service Technician	12/7/2009
Maintenance Technician	12/7/2009
Operator First Class	12/7/2009
Operator First Class	12/7/2009
Lab Technician	12/7/2009
Operator First Class	12/7/2009
Operator Second Class	12/7/2009
Operator First Class	12/7/2009
Operator Second Class	12/7/2009

Note: Layoffs will occur on, or within, a fourteen (14) calendar day period following each expected layoff date.

Salaried, non-union positions		Expected Layoff Date
	Position	Date
	Admin. Asst	10/31/2009
	Maintenance Scheduler	10/31/2009
	SAP Coordinator	11/30/2009
	Training/QC Supervisor	11/30/2009
	Maintenance Planner	11/30/2009
	Logistics Specialist	11/30/2009
	Shift Superintendent	12/15/2009
	Engineer	12/15/2009
	Shift Superintendent	12/15/2009
	Engineer	12/15/2009
	Shift Superintendent	12/15/2009
	Purchasing Agent	12/15/2009
	Shift Superintendent	12/15/2009
	Human Resources Mgr.	12/15/2009
	Sr. Admin. Assistant	12/15/2009
	Shift Superintendent	12/15/2009
	Shift Superintendent	12/15/2009
	Maintenance Mgr.	12/31/2009
	Electrical Engineer	12/31/2009
	Maintenance Supervisor	12/31/2009
	Security Guard	3/31/2010
	Security Guard	3/31/2010
	Security Guard	3/31/2010
	Security Guard	3/31/2010
Temporary Employees		
	Engineer	10/1/2009
	Draftsman	11/1/2009
	Information Technology	12/15/2009
	Accounting	12/15/2009
	Safety Consultant	12/15/2009
	Environmental Engineer	3/31/2010
Note: Layoffs will occur on, or within, a fourteen (14) day period following each expected layoff date.		