



October 14, 2008

VIA FACSIMILE (614.728.5938) and OVERNIGHT DELIVERY

Mr. Jeff Calhoun
Chief, Rapid Response Section
Bureau of Workforce Services
Ohio Department of Job & Family Services
Worker Adjustment Retraining Notification (WARN) Act
P.O. Box 1618
Columbus, Ohio 43216-1618

RECEIVED
2008 OCT 15 AM 11:33

Re: Notice Pursuant to the Worker Adjustment and Retraining Notification (WARN) Act

Dear Mr. Calhoun:

This notice of a plant closing is being provided to you in compliance with the federal Worker Adjustment and Retraining Notification ("WARN") Act, which requires employers to give notice to certain government units and officials of a pending mass layoff or plant closing. This letter serves to advise you that Sypris Technologies ("Sypris" or "the Company") has made the decision to permanently close the Company's facility at 13267 State Route 68 South, Kenton, Ohio ("the Kenton Facility").

As part of the plant closing, the Company will terminate the jobs of all employees at the Kenton Facility. It is our intention to provide the employees, individually or through their labor organization representative, with 60 days' advance notice of their termination date. Although not anticipated at this time, we do recognize that a plant closing may occur in fewer than 60 days for some employees, due to circumstances beyond the Company's control or unforeseeable business circumstances.

The closing of the Kenton Facility is expected to occur in several phases over a period of time, to be completed by approximately May 2, 2009. The first terminations are expected to occur in 2009, and you will be notified in a subsequent notice as to the first and subsequent termination phases. All jobs at the Facility, bargaining unit and non-bargaining unit alike (including management and supervision), will be eliminated, numbering 101 active bargaining unit employees, 109 inactive bargaining unit employees, and 22 active and inactive non-bargaining unit employees. A list of the currently affected positions is attached as Schedule A. Information on subsequent affected positions will be provided in the future as we develop it.

Affected bargaining unit employees are represented by the United Steelworkers Union, Local 1-109, which has also been notified. No "bumping" rights exist for any employees at the Kenton Facility.

If you have any questions, or if you need further information regarding this permanent plant closing, please feel free to contact me. I may be reached at 502-420-1227.

We appreciate the support you and the State of Ohio have given the workforce and management over the years, and we will do our best to ease the transition for those impacted.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Cain". The signature is fluid and cursive, with the first name "Mark" and last name "Cain" clearly distinguishable.

Mark Cain
Vice President,
Human Resources

Schedule A

[illegible]