

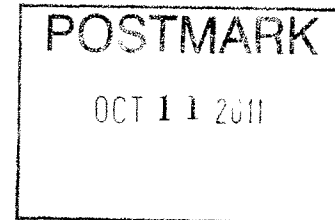


Jim Beam Brands Co.
7324 Paddock Road
Cincinnati, OH 45216

T 513-948-4000
F 513-948-4712
www.beamglobal.com

October 6, 2011

Rapid Response Administrator
Ohio Department of Job and Family Services
145 S. Front Street
Columbus, OH 43216-1618



Dear Administrator:

On August 26, 2011 we gave you formal notification under the Worker Adjustment and Retraining Notification Act ("WARN") that Jim Beam Brands Co. will permanently close its entire facility at 7324 Paddock Road, Cincinnati, Ohio 45216. A copy of that notice is enclosed. Due to the need to complete paperwork and other administrative and human resource functions following the shipment of product and equipment to our Frankfort, Kentucky facility, 14 salaried employees will have their last day of work POSTPONED. The POSTPONEMENT will be for less than sixty (60) days beyond the originally specified fourteen (14) day period. Their employment end dates have been postponed to December 1 – December 14, 2011 or January 1 – January 14, 2011 as specified on the attached lists.

Jim Beam Brands Co. presently plans to otherwise cease these operations during October 28 and November 11, 2011. The closure will affect 147 employees. A revised list of job classifications and the number of employees affected in each job classification, as well as an estimated schedule of the separations is attached.

One hundred eleven of the affected employees are represented by United Food and Commercial Workers and its Local No. 32D. The employment end date of these represented employees will not be postponed. The President of UFCW is Joseph T. Hansen, the International Vice President and Division Director is George Orlando, and the President of Local 32D is Andrew Wake. Contact information for these individuals is included in Attachment A.

Sincerely,

A handwritten signature in cursive script that reads 'Darrell R. Baker'.

Darrell R. Baker
Manager, Human Resources

Enclosure

Attachment A

Joseph T. Hansen, President
United Food and Commercial Workers International Union
1775 K. Street, N.W.
Washington, D.C. 20006

George Orlando
International Vice President and Division Director
Distillery, Wine and Allied Workers' Division
219 Paterson Avenue, Little Falls, NJ 07424

Andrew Wake
President, UFCW Local 32D
P.O. Box 12761
Cincinnati, Ohio 45212

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BEAM
GLOBAL SPIRITS
& WINE, INC.

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OHIO DEPARTMENT
JOB & FAMILY SERVICES

2011 AUG 29

Jim Beam Brands Co.
7324 Paddock Road
Cincinnati, OH 45216

T 513-948-4000
F 513-948-4712
www.beamglobal.com

OFFICE OF
WORKFORCE DEVELOPMENT

August 24, 2011

VIA EMAIL AND U.S. MAIL

Rapid Response Administrator
Ohio Department of Job and Family Services
145 S. Front Street
Columbus, OH 43216-1618

Dear Administrator:

This letter is to give you formal notification under the Worker Adjustment and Retraining Notification Act ("WARN") that Jim Beam Brands Company intends to permanently close its facility located at 7324 Paddock Rd. Cincinnati, Ohio 45216

Jim Beam Brands Company presently plans to cease operations at this location during October 28 – November 11, 2011. However, some employees may voluntarily elect to leave earlier. The closure will affect 159 employees. A list of job classifications and the number of employees affected in each job classification, as well as an estimated schedule of the separations is attached.

One hundred twenty-one of the affected employees are represented by United Food and Commercial Workers and its Local No. 32D. The President of UFCW is Joseph T. Hansen, the International Vice President and Division Director is George Orlando, and the President of Local 32D is Andrew Wake. Contact information for these individuals is included in Attachment A.

Please be advised that bumping rights to other locations do not exist.

If you need further information, please contact me, at 513-948-4755.

Sincerely,

Darrell R. Baker
Manager, Human Resources

Enclosure

Attachment A

Joseph T. Hansen
President
United Food and Commercial Workers
International Union
1775 K. Street NW
Washington, DC 20006

George Orlando
International Vice President and Division Director
Distillery, Wine and Allied Workers' Division
219 Paterson Avenue, Little Falls, NJ 07424

Andrew Wake
President, UFCW Local 32D
P.O. Box 12761
Cincinnati, Ohio 45212

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