

# SICK

September 10, 2009

Jim Turner, Chief  
Rapid Response Section – Ohio Department of Job and Family Services  
4020 East 5<sup>th</sup> Avenue  
Columbus, OH 43219

RE: WARN Act Notification – Permanent closure of facility

Mr. Turner,

This letter serves to notify your office that SICK, Inc. intends to cease operations at and permanently close our SICK STEGMANN, Inc. facility located at 7496 Webster Street, Dayton, Ohio, 45414, effective on January 1, 2010. This closure will eliminate thirty-eight (38) positions. None of these positions are bargaining unit/union positions. While we are not required to file a WARN notice due to the number of employees impacted, we are choosing to do so to better facilitate the process of assisting our employees.

This action is being taken to support overall operational cost reduction, increase of operational efficiency, and improvement to customer responsiveness and support in the factory automation and logistics markets. Business operations performed at this facility will be moved to other SICK locations.

**All 38 employees at this facility are affected by this closure. No “bumping” rights will exist. The positions eliminated are:**

**Non-Manager (no direct reports):**

Accounting Assistant – 1 position  
Application Engineer – 2 positions  
Buyer – 1 position  
Consulting Design Engineer – 1 position  
Controller – 1 position  
General Accountant – 1 position  
Marketing Manager – 1 position  
Mfg Associate – 13 positions  
Process & Software Engineer – 1 position  
Sales Engineer – 2 positions  
Shipping Coordinator – 1 position  
Stockroom Coordinator – 1 position  
Systems & Software Engineer – 1 position  
Technical Customer Service – 1 position

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**Manager (one or more direct reports):**

**Compliance Supervisor** – 1 position  
**Customer Service Manager** – 1 position  
**Engineering Supervisor** – 1 position  
**Key Account Manager** – 1 position  
**Mgr, Finance & Admin** – 1 position  
**Operations Manager** – 1 position  
**President** – 1 position  
**Production Supervisor** – 1 position  
**QA Manager** – 1 position  
**Sales Manager** – 1 position

The process for separating employees is anticipated to occur as follows:

**Thursday, September 10, 2009** – WARN notice is provided to all employees at the affected location (copy attached). A high-level overview of severance benefits will be provided and general questions will be answered.

Mid-October, 2009 – Mailing of materials highlighting new benefit programs

Late October – Presentation and sign-up for new benefit programs

**January 1, 2010** – Last day of employment for all SICK STEGMANN, Inc. employees in the Dayton, Ohio facility. Employees will receive regular pay through this date.

January 1, 2010 – New benefit programs take effect

January 15, 2010 – General severance is paid along with all accrued, unused Paid Time Off

We will work with your office to best mitigate the consequences to our employees. Closure, severance, benefit and related questions about relevant topics can be referred to me at the address on this letterhead.

Sincerely,



**William Kelly**  
Human Resources Generalist

**SICK, Inc.**  
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