

Date Received	May 2, 2011
Company Name	Cognis Corporation
Location (City/County)	Cincinnati (Hamilton County)
Number of Potential Affected Workers	108
Layoff Date(s)	On or about July 1, 2011
Phone Number	(513) 482-2436
Union Affiliation	N/A
WARN Identification No.	013-10-052
Completed by:	Michelle Thompson



**Department of
Job and Family Services**

John R. Kasich, Governor
Michael B. Colbert, Director

MEMORANDUM

Date: May 2, 2011

WARN Identified Number: 013-10-052

TO: See Distribution Below*

FROM: Jean Ann Carlson, Rapid Response Unit Manager

Subject: WARN Notification Received For: Cognis Corporation

The Rapid Response Section has received notice of a plant closing or mass layoff which is scheduled to occur in your region. A copy of the notice is attached and is being provided for your information and action.

If you have any questions concerning this notice, please contact Michelle Thompson, Rapid Response Coordinator, at (614) 466-9289. If Michelle is not available, you may call Jean Ann Carlson, at (614) 466-9700.

Distribution:

Rebekah Woolley, USDOL
Dawn Larzelere, Governor's Office
Bruce Madson, Assistant Director
Tony Coder, Legislation/External Affairs
Daniel Fitzpatrick, Legislative Liaison
John Weber, OWD
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Julie Smith, Local Operations
Jeff Long, UC
Sara Hall Phillips, UC
Pam Mason, State Veterans Program
Keith Ewald, Bureau of LMI
Sue McKittrick, ODOT
Ben Johnson, Communications

Primary Workforce Area: 013

Primary One-Stop Office: Cincinnati (Hamilton County)

Additional One-Stop Office(s): Butler, Warren & Clermont

Regional Rapid Response Coordinator: Beth Brannigan

Attachment



April 29, 2011

**VIA CERTIFIED MAIL
RETURN RECEIPT REQUESTED**

Cognis Corporation
North American Headquarters

5051 Estecreek Drive
Cincinnati, OH 45232-1446
USA

Phone 513/482-3000
www.cognis.com

Ms. Kathy Maybriar
Ohio Dislocated Worker Unit
Rapid Response Section
Office of Workplace Development
Ohio Department of Job & Family Services
4020 E. Fifth Avenue, Columbus, OH 43219

Dear Ms. Maybriar:

This notice is being provided under the federal Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires employers to give official notice to certain government units or officials of a pending mass layoff or permanent plant closure.

This is to advise you that on or about July 1, 2011, Cognis Corporation located at 5051 Estecreek Drive, Cincinnati, OH 45232, will begin conducting a mass layoff in anticipation of permanently closing this facility. The number of employees affected is 108.

The affected employees are expected to be terminated on the dates indicated on the enclosed list or within a fourteen (14) day period commencing on that date. There are no "bumping" or displacement rights for affected employees. All terminated employees will be paid their earned wages and applicable agreed-upon fringe benefits upon termination. Employees are not represented by a union.

The information provided in this notice is based on the best information available to Cognis Corporation as of the date of this notice. Additional information about this situation may be obtained by contacting: my office at 513 482 2436.

Sincerely,

A handwritten signature in black ink, appearing to read "Deborah Gentry Davis".

Deborah Gentry Davis
Director, Human resources
Cognis Corporation – now part of BASF Group

MAY 2 2011

Attachment

OFFICE OF
WORKFORCE DEVELOPMENT

Cincinnati, OH

Job Title	Number of Affected Employees	Date
Account Manager	1	07/31/2011
Accountant II	1	09/30/2011
Accountant IV	1	09/30/2011
Accounting Assistant	4	08/31/2011
Accounting Manager	1	09/30/2011
Administrative Assistant	1	08/01/2011
Application Chemist	1	06/30/2012
Assistant Manager, Purchases	1	09/30/2011
Benefits/Payroll Coordinator	1	09/30/2011
Business Process Consult	8	(5) 09/30/2011, (2) 12/30/2011, (1) 06/28/2013
Cash Applications Specialist	1	08/31/2011
Communications Manager	1	12/30/2011
Credit Analyst I	2	09/30/2011
Customer Service Associate	4	07/29/2011
Customer Service Coordinator	10	(1) 07/29/2011, (9) 09/30/2011
Customer Service Manager	1	09/30/2011
Customer Service Sr Lead Coordinator	2	09/30/2011
Director Corporate Operations	1	07/01/2011
Director of Distribution	1	09/30/2011
Director, Customer Service	1	08/31/2011
Director, Finance Operations	1	09/30/2011
Director, Human Resources	1	09/30/2011
Director, Regional Purchases NAFTA	1	04/21/2011
Director, Sales FP NAFTA	1	12/31/2011
Facilities & Fleet Manager	1	TBD
Financial Analyst II	1	08/31/2011
Financial Analyst III	1	08/31/2011
Finite Planner Buy/Resale Operations	1	09/30/2011
Fixed Asset Accountant	1	09/30/2011
Fixed Asset Accounting Assistant	1	08/31/2011
Freight Auditor	1	09/30/2011
General Counsel	1	09/30/2011
Global Trade Specialist	1	09/30/2011
HR Coordinator	1	09/30/2011
HS&E Manager II	3	09/30/2011, 12/31/2011, TBD
Inventory Analyst / Warehouse Coord	1	09/30/2011
IT Functional Manager – Finance	1	12/30/2011
IT Functional Manager – Logistics	1	09/30/2011
IT Functional Manager - Manufacturing	1	09/30/2011
Lead Basis Administrator	1	12/30/2011
Legal Secretary	1	09/30/2011

Manager - Financial Plan, Analysis, SG&A	1	09/30/2011
Manager, Chemical Purchases	2	07/15/2011 & 12/31/2011
Manager, Credit & Collections	1	09/30/2011
Manager, General Accounting	1	09/30/2011
Manager, Supply Chain Process	1	09/30/2011
Marketing Communications Manager	1	12/30/2011
Mgr Americas IT Project Office	1	12/30/2011
President	1	12/31/2010
Paralegal	1	09/30/2011
Product Data Specialist	2	09/30/2011 & 12/31/2011
Purchasing Manager	2	07/15/2011 & 09/30/2011
Purchasing Assistant	1	09/30/2011
Quality Assurance Manager	1	12/31/2011
Quality Data Management Specialist	1	09/30/2011
Recruiting/HR Controller	1	09/30/2011
Regional Director of Operations	1	03/31/2012
Regional IT Manager, Americas	1	12/30/2011
Sales Admin	2	12/31/2011
Sales Office Manager	1	12/31/2011
SAP Infrastructure Specialist	2	09/30/2011 & 12/30/2011
Senior Administrative Assistant	1	07/01/2011
Senior Application Chemist	1	06/30/2012
Senior Analytical Scientist	1	TBD
Senior Counsel	2	05/13/2011 & 09/30/2011
Senior Manager, Safety, Health, Environmental	1	12/31/11
Senior Purchasing Manager	1	09/30/2011
Sr. Manager, Supply Chain	1	03/31/2012
Senior Receptionist	1	TBD
Sr. Manager, System Integrity	1	12/30/2011
Sr. Manager, Total Rewards	1	12/30/2011
Sr. Warehouse Operations Coordinator	1	07/01/2011
Transportation Service Manager	1	12/30/2011
Transportation Service Specialist	1	09/30/2011
Warehouse Operations Coordinator	1	07/01/2011
Web Engineer	1	09/30/2011