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OHIO DEPARTMENT  
JOB & FAMILY SERVICES  
2011 DEC 21 P 12:33

OFFICE OF  
WORKFORCE DEVELOPMENT

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

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

December 16, 2011

VIA U.S. Mail

Rapid Response Administrator  
Ohio Department of Job and Family Services  
P.O. Box 1618  
4020 E. Fifth Avenue  
Columbus, OH 43216-1618

Dear Administrator:

On August 26, 2011 we initially 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. On November 15, 2011 the initial notice closing was postponed for some workers. A copy of that notice is also enclosed.

Due to continued and unexpected capacity issues at the Frankfort, Kentucky facility, 10 workers 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 19, 2011 – January 1, 2012**, as shown on the attached list.

Jim Beam Brands Co. otherwise ceased operations and commenced employment separations on November 11, 2011. The closure affects 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 included in Attachment B.

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 10 of these represented employees will 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.

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,

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

Darrell R. Baker  
Manager, Human Resources

Enclosure

Attachment A

Joseph T. Hansen  
President, UFCW 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



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

T 513-948-4000  
F 513-948-4712  
[www.beamglobal.com](http://www.beamglobal.com)

Attachment B

<b>Job Classification</b>	<b>Total Number of Affected Employees</b>	<b>Anticipated Separation</b>
Janitors	2	12/19/2011 – 1/1/2012
Shipping	3	12/19/2011 – 1/1/2012
Maintenance	5	12/19/2011 – 1/1/2012



**BEAM**  
GLOBAL SPIRITS  
& WINE, INC.

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

T 513-948-4000  
F 513-948-4712  
[www.beamglobal.com](http://www.beamglobal.com)

November 15, 2011

VIA U.S. Mail

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 insufficient capacity at the Frankfort, Kentucky facility, 21 workers 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 **November 28 – December 11, 2011 or December 31, 2011**, as shown on the attached list.

Jim Beam Brands Co. otherwise ceased operations and commenced employment separations on 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 included in Attachment B.

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 18 of these represented employees will 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.

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

## Attachment B

<b>Job Classification</b>	<b>Total Number of Affected Employees</b>	<b>Anticipated Separation</b>
Salaried Employees	3	12/31/2011
Shipping	8	11/28/11 – 12/11/2011
Maintenance	8	11/28/11 – 12/11/2011
Processing	2	11/28/11 – 12/11/2011



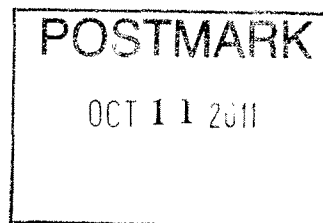
**BEAM**  
**GLOBAL SPIRITS**  
**& WINE, INC.**

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

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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,

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.**

RECEIVED  
OHIO DEPARTMENT  
JOB & FAMILY SERVICES

2011 AUG 29

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

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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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