

**AP Green**  
**NARCO**  
**Harbison-Walker**

**ANH Refractories Company**

Cherrington Corporate Center  
400 Fairway Drive  
Moon Township, PA 15108

**Judy Musiol**  
*Managing Director, Human Resources*  
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April 14, 2009

Chong-Anna Canfora, Director, Rapid Response Unit  
Michigan Department of Labor & Economic Growth  
611 West Ottawa, 4<sup>th</sup> Floor  
P.O. Box 30004  
Lansing, MI 48909

Re: Facility Layoffs (Worker Adjustment and Retraining Notification (WARN) Act)

Dear Ms. Canfora:

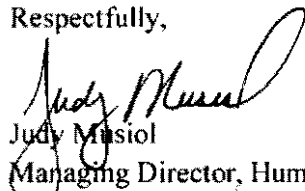
Layoffs began to occur at the White Cloud, Michigan location of North American Refractories Company, 1301 E. 8<sup>th</sup> Street, White Cloud, MI 49349 on October 10, 2008. Due to an unforeseen continuing decline in orders, additional temporary layoffs may occur and/or continue at the White Cloud facility on or after April 14, 2009 and the purpose of this letter is to provide you with notice of those layoffs. North American Refractories Company may or may not have any obligation to provide notice of this layoff as a "mass layoff" under the Worker Adjustment and Retraining Notification (WARN) Act. However, if it is deemed necessary to provide notice, this letter will constitute that notice.

The temporary layoff of employees at this facility began on October 10, 2008 and those layoffs may well extend beyond six (6) months. Attached is a list of the job titles of the positions affected by the layoffs, the names of the workers currently in those positions and the most recent date of layoff.

Where bumping rights exist, those bumping rights have been exercised by employees prior to the layoff.

If there are any questions or if you need additional information about the facility layoff, please contact David B. O'Casek, Manager, Employee & Labor Relations at (412) 375-6718.

Respectfully,

  
Judy Musiol  
Managing Director, Human Resources

**RECEIVED**

APR 20 2009

Enclosure

cc: Jim Maile  
Tom Herrman  
David O'Casek

**RAPID RESPONSE  
WORKFORCE PROGRAMS**

A.P. Green, Harbison-Walker, NARCO, and Global-GIX Canada  
are part of the **ANH** Refractories family of companies

White Cloud, Michigan Plant  
Layoff List

Name	Job Title / Position	Layoff Date
Aishe, Charles Allan	Press Operator	11/10/2008
Alger, Craig Tom	Mechanic	4/6/2009
Beeler, Mark Philip	Mechanic	2/16/2009
Bell, Joshua Randall	Mechanic	2/16/2009
Betke, Timothy J	Plant Utility	3/30/2009
Bogardus, William S.	Plant Utility	11/10/2008
Bradshaw Jr, Donald	Lift Truck Operator	10/27/2008
Brookman, Paul S	Mechanic	2/16/2009
Brown, Brian K	Press Quality Control	3/30/2009
Cole, Rodney W.	Plant Utility	10/20/2008
Davis, Roger T	Hourly Production Supervisor	3/2/2009
Debruyne, Scott Robert	Press Operator	10/10/2008
Dixon, Garry K.	Plant Utility	11/10/2008
Dixon, Larry J.	Plant Utility	11/10/2008
Douglass, Rex W.	Mixer	10/20/2008
Dyke, Ronald L.	Press Operator	11/10/2008
Essebaggers, Ryan	Plant Utility	10/20/2008
Evanzo, Bruce A	Machinist	3/30/2009
Gradert, Nicholas Lee	Press Operator	10/20/2008
Gross, Brian Dennis	Palletizer	11/3/2008
Hart, Todd Michael	Mixer	10/20/2008
Hummel, Michael A.	Packaging And Shipping	11/3/2008
Johnson, Orin M	Plant Utility	11/10/2008
Johnson, Sheryl A	Grinding Operator	2/16/2009
Kakoczki, Sean C.	Press Operator	10/20/2008
Kantola, Dennis K	Plant Utility	2/16/2009
King, Michael H	Hourly Maintenance Supervisor	2/23/2009
Kuhns, Karen M	Packaging And Shipping	2/16/2009
Long, Shane Emerson	Mechanic	11/10/2008
Long, Timothy A.	Press Operator	11/10/2008
Lowe, Roger O	Hourly Production Supervisor	3/30/2009
Luevano, Estevan	Mechanic	2/23/2009
McCracken, Paul B.	Mixer	3/30/2009
McGowen, Mark W	Hourly Production Supervisor	3/23/2009
Mirke, Jennie M	Machinist	2/16/2009
Mirke, Joseph L.	Press Quality Control	11/10/2008
Mirke, Wayne A	Lift Truck Operator	3/30/2009
Mitchell, Lionel L	Lift Truck Operator	3/30/2009
Page, Victor L	Mechanic	2/16/2009
Parsons, Scott Allen	Lift Truck Operator	1/26/2009
Peabody, Harvey B	Mechanic	3/30/2009
Peterlein, Scott Richard	Electrician	2/16/2009
Pierce, Robert A	Mechanic	2/9/2009
Price Jr, Randy Joe	Plant Utility	10/20/2008
Reed, James Dale	Press Operator	11/10/2008
Russell, Todd Allen	Hourly Production Supervisor	1/26/2009
Slominski, Preston John	Dossolite Technical	11/10/2008
Smith, Randal	Plant Utility	10/20/2008
Smith, Ronald W	Grinding Operator	2/9/2009
Tanis, Ryan	Plant Utility	10/20/2008
Thompson, Scott	Press Operator	10/20/2008
Thorn, Mark Allen	Plant Utility	11/10/2008
Thumser, Nancy Anne	Plant Utility	2/16/2009
Vandersloot, Mark A	Packaging And Shipping	3/30/2009
Vandoorne, Scott D	Lift Truck Operator	3/2/2009
Wawsczyk, Merry Kay	Plant Utility	2/16/2009
Wawsczyk, Roger D	Press Operator	2/16/2009
Wawsczyk, Ronald L	Hourly Production Supervisor	2/16/2009
Williams, Robin L.	Press Operator	10/20/2008
Wyn, John	Dossolite Technical	11/10/2008