



February 23, 2009

Ms. Jean Ann Carlson
Rapid Response Program Manager
Office of Workforce Development
4020 E. 5th Ave., Columbus, OH 43219

Via Email: jeanann.carlson@jfs.ohio.gov
Confirmation: Certified Mail

DEAR Ms. Carlson:

NOTICE OF PLANT SHUTDOWN

This notice serves as formal notice of the decision to permanently shutdown our Oberlin Ohio facility, (hereafter "Worldcolor Oberlin"). The information contained herein serves as full satisfaction of Worldcolor Oberlin obligations under the Worker Adjustment and Retraining Notification Act (1988) (WARN), 29 U.S.C. § 2101, *et seq.* and applicable state law. The specifics of this layoff are as follows:

1. Location: Worldcolor Oberlin
235 Artino Street
Oberlin, Ohio 44074
2. The shutdown of the Oberlin Facility will be permanent, and will affect approximately 119 (one hundred nineteen) employees in various job classifications within the plant.
3. For additional information regarding this permanent shutdown and bumping you may contact:

Mr. Roger Starett
Worldcolor Oberlin
235 Artino Street
Oberlin, Ohio 44074
440-774-1500
4. The expected date of the permanent shutdown is May 21, 2010 or within 14 (fourteen) days of that date. If it is necessary that some layoff dates may need to be extended, a supplemental notice of permanent layoff will be given affected employees as soon as such extended employment date is determined. Attachment 1 reflects the anticipated schedule of reductions and affected employees by job title/position.
5. These employees do not have seniority displacement rights and are not represented by a union. However, transfers to available vacancies in other Worldcolor locations may be arranged for all affected employees qualified to fill such openings and who are willing to relocate, if necessary.

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If you should have any questions concerning this plant shutdown or this notice please contact me.

Sincerely,

A handwritten signature in cursive script that reads "Roger Starett". The signature is written in dark ink and is positioned above the printed name and title.

Roger Starett
Vice President / General Manager

Worldcolor Oberlin * 235 Artino Street * Oberlin, Ohio United States 44074

Attachment 1

Schedule of Reductions

26-Feb	Group 1 Reduction of 50 employees
12-Mar	Group 2 Reduction of 22 employees
19-Mar	Group 2a Reductions of (3 employees at various times - ending April 30)
21-May	Group 3 Reductions 23 employees
11-Jun	Group 4 Reductions (19 employees - ending Dec. 31)

Number Affected & Job Title

14	1ST PRESS OPERATOR
13	2ND PRESS OPERATOR
1	ACCOUNTING SUPERVISOR
1	ACCOUNTS PAYABLE CLERK
3	BALER OPERATOR
1	BILLER
1	COMMISSIONS ANALYST
	CONTINUOUS IMPROVEMENT
1	MGR.
3	CUSTOMER SERVICE EXEC(5)
1	CUSTOMER SERVICE MANAGER
1	CUTTER OPERATOR
2	EQUIPMENT TECHNICIAN (4)
1	ESTIMATOR
2	ESTIMATOR
1	FINANCIAL ANALYST
4	FINISHING GENERAL WORKER
1	GROUP CONTROLLER
1	HR COORDINATOR
1	LEAD OPERATOR
	MAINTENANCE ELECTRONIC
3	TECH
1	MAINTENANCE LEADPERSON
1	MANAGER, PREPRESS
3	MANAGER, PRESSROOM
1	MANUFACTURING MANAGER
10	MATERIAL CONTROLLER
1	MIS MANAGER
1	PAPER INVENTORY ANALYST
1	PAYROLL CLERK
2	PREP TECHNICIANS
1	PREPRESS LEAD
24	PRODUCT HANDLER/PRESSROOM
1	PRODUCTION SCHEDULER
1	PURCHASING CLERK
3	QUALITY CONTROL
1	RECEPTIONIST
1	SALES REP
1	SENIOR TECHNICAL MANAGER
1	SHIPPING COORDINATOR
1	SHIPPING MANAGER
2	SHIPPING SHIFT COORDNTRS