

AS America, Inc.  
324 4<sup>th</sup> Avenue  
Tiffin, Ohio 44883

RECEIVED  
OHIO DEPARTMENT  
JOB & FAMILY SERVICES  
2007 DEC - 7 P 1:38  
OFFICE OF  
WORKFORCE DEVELOPMENT

November 5, 2007

Jim Turner  
Office of Workforce Development  
P.O. Box 1618  
Columbus, OH 43216-1618

Re: WARN Act Notice

This notice is being issued to your office pursuant to the federal Worker Adjustment and Retraining Notification ("WARN") Act, and concerns the closing and permanent shutdown of a facility owned by AS Americas, Inc. (the "Company") located at 324 4th Avenue, Tiffin, Ohio 44883. The Company has determined that business conditions require this closing.

It is expected that this closing will occur no later than 60 days from the date of this notice. Should layoffs occur before that date, affected employees will receive the wages and benefits they would have earned during that period, to the extent required by WARN.

The attached exhibit reflects all job classifications at this facility that will be affected by a shutdown, and the number of employees in each job classification. Bargaining unit employees are represented by Glass, Molders, Pottery, Plastics & Allied Workers AFL-CIO, CLC Local 7A located at 240 N. Washington Street, Tiffin, Ohio 44883 and the chief elected official of that Union is Ronald E. Fatzinger, who may be reached at (419) 447-2171. There are no transfer, bumping or relocation rights for non-bargaining unit employees. Bumping rights (if any) for bargaining unit employees will be governed by the current labor agreement, but are unlikely to apply in the circumstances of a closing.

Your office will be advised of additional information concerning the closing and any other developments that might affect the Tiffin facility, as required by WARN. Should you have any questions or wish to discuss this announcement, please contact Randy Swander at (419) 443-3282 or (419) 618-2137.

Sincerely,



Warren "Mickey" Blanks  
Vice President, Human Resources

*American Standard*

Department	Job Classification	Bargaining Employees		
Current departmental positions may fluctuate from one department to another as monthly manufacturing requirements are determined.		Total	Direct	Indirect
MOLD	Case Maker			2
	Mold Processor			13
	Mold Support			1
	Sub Total	16	0	16
RAW MAT'L	Raw Mat'l Processor			8
	Sub Total	8		8
CAST/FINISH/SPRAY	Casters		44	
	Mat'l Expeditor			6
	Spray/Finisher		18	
	Porcess Specialist			1
	Sub Total	69	62	7
KILN/PACK/SHIP	Glost Processor		37	0
	Kiln Attendant		10	
	Kiln Support			1
	Mat'l Expeditor			4
	Process Specialist			2
	Q.C. Inspector			2
	Sub Total	56	47	9
MAINTENANCE	Maint. Skilled			16
	Custodial			1
	Mat'l Expeditor			1
	Sub Total	18	0	18
Hourly Employee Total		167	109	65

MGT. (Non-Union)	FUNCTIONAL AREA	Salaried Employees	
		Total	
	Administration	1	
	Finance	2	
	Human Resources/		
	General Services	2	
	Health & Safety	1	
	IT	1	
	Plant/Location Director *	1	
	Mfg. Engineering / Six		
	Sigma / Quality	3	
	Operations Management /		
	Other Production Salaried		
	/ Maintenance	15	
<b>Salaried Total</b>		<b>26</b>	