

Date Received	October 13, 2010
Company Name	Avon Products, Inc.
Location (City/County)	Springdale (Hamilton County)
Number of Affected Workers	407
Layoff Date(s)	Effective on or about December 13, 2010
Phone Number	(513) 551-2693
Union Affiliation	N/A
WARN Identification No.	013-10-015
Completed by:	Michelle Thompson



Department of
Job and Family Services

Ted Strickland, Governor
Douglas E. Lumpkin, Director

MEMORANDUM

Date: October 13, 2010

WARN Identified Number: 013-10-015

TO: See Distribution Below*

FROM: Jean Ann Carlson, Rapid Response Unit Manager

SUBJECT: WARN Notification Received For : Avon Products, Inc.

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
Drew McCracken, Governor's DC Office
Mike Deemer, Governor's Office
Anthony Trotman, Chief of Staff, ODJFS
Bruce Madson, Deputy Chief of Staff
Alison Battaglia, External Affairs
Tony Coder, Legislation/External Affairs
John Weber, OWD

Julie Smith, Local Operations
Sara Hall Phillips, UC
John Anderson, UC
Pam Mason, State Veterans Program
Keith Ewald , Bureau of LMI
Stacia Edwards, Board of Regents
Dan Reynolds, ODOD

Primary Workforce Area: 013

Primary One-Stop Office: Springdale (Hamilton County)

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

Regional Rapid Response Coordinator: Beth Brannigan

Attachment

Office of Workforce Development
P.O. Box 1618
4020 East Fifth Avenue
Columbus, OH 43216-1618
workforce@jfs.ohio.gov

A V O N

the company for women

RECEIVED
OHIO DEPARTMENT
JOB & FAMILY SERVICES

2010 OCT 13 P 12:48

October 12, 2010

Rapid Response Section
Office of Workforce Development
Ohio Department of Job and Family Services
Workforce Adjustment Retraining (WARN) Act
P.O. Box 1618
Columbus, Ohio 43216-1618

OFFICE OF
WORKFORCE DEVELOPMENT

RE: The WARN Act

This letter is being furnished to you pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 et. seq.

The site to be effected is the Manufacturing operation for Avon Products, Inc., located in Springdale Ohio. The address is:

Avon Products, Inc.
175 Progress Place
Springdale, OH 45246

The action anticipated is a complete shutdown of the manufacturing operation at the Springdale facility. The timing of the closure is expected to begin during December of 2010. Closure of the manufacturing operation is a result of Avon's decision to restructure its U. S. manufacturing operation.

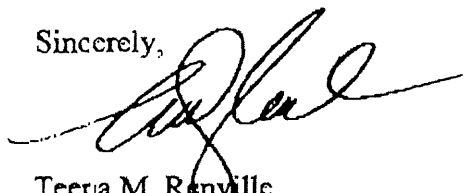
The work currently being completed by the Springdale Manufacturing facility will be transferred to a manufacturing facility in Morton Grove, IL; Celaya, Mexico; an Avon facility in China and a contract manufacturer in New Jersey. As work begins to migrate to the other manufacturing operations we anticipate workforce reductions to begin mid-December continuing into the latter part of the second quarter in 2012.

Two tables follow that outline the job titles and number of affected employees. The first table lists all impacted non-exempt positions. The second table lists all impacted exempt positions.

The affected employees are not represented by any union.

Any questions or comments you may have with regard to this matter may be directed to me at 513-551-2693.

Sincerely,



Teena M. Renville
Human Resources Manager

Enclosure (1): attachment

ATTACHMENT

Below is the list of **non-exempt** job titles and number of employees affected by the closure of the Springdale, Ohio Avon Products, Inc. manufacturing operation:

Title	1st shift	2nd shift	3rd shift
Administrative Assistant-SC	2		
Carpenter/Painter	1		
Clerk-Packaging		1	
Clerk-Product Support	1		
Coord-Employee Sales Center	1	1	
Coord-Exterior Maintenance	1		
Coordinator-Dock	1		
Electrician	2	2	2
Environmental Utility	1	1	
Equipment Sanitizer	1		
General Quality Auditor	1		
HVAC Technician	1		
Ingredient Sampler		1	
Line Tender	5	2	1
Machinist		1	1
Maintenance Mechanic	3	1	
Maintenance Technician	2		
Material Supplier	4	3	2
Mechanic A	17	10	3
Mechanic B		5	
Mechanic Technician	3	1	
Mechanic Trainee	1	1	
New Items/Standard Technician	1		
Pipefitter/Plumber	1	1	
Processing Systems Operator	1		
Processor	12	11	5
Receiving Inspector	2	1	
Specialist-Inventory Control	2	2	
Sr Administrative Assistant-SC	1		
Sr Electrician	1		
Sr Stationary Engineer		1	
Sr Technician	5	5	2
Stationary Engineer		3	
Supplier Operator	82	64	16
Technician	1	1	
Utility A	3	3	1
Utility B&G	1	1	
Warehouse Cleaner	1		
Warehouse Operator	19	16	2
total	181	139	35

Below is the list of **exempt** job titles and number of employees affected by the closure of the Springdale, Ohio Avon Products, Inc. manufacturing operation:

Title	1st Shift	2nd Shift	3rd Shift
Advisor	9	5	1
Analyst-Inv Accounting	1		
Analyst-Inventory	2		
Analyst-Supply Chain Systems	1		
Bus Unit Leader	5		
Chemist	2	1	
Director - Manufacturing	1		
Documentation Specialist	1		
Engineer	9		
Mgr-Human Resources	1		
Mgr-Operations	1		
Nurse	1	1	
Planner-Finished Goods	2		
Planner-SupplyChain	2		
Regional Manager, Safety, Health, and Loss Prevention	1		
Regulatory Specialist	1		
Sr Accountant	1		
Sr Analyst-Fin Plan & Analysis	2		
Sr Mgr-Mfg Accounting	1		
total	44	7	1