



Lockheed Martin ISGS- Civil
1240 E. 9th Street
Suite 1579
Cleveland, OH 44199

November 25, 2009

Kathy Maybriar
Rapid Response Administrator
Rapid Response Section
Bureau of Workforce Services
Ohio Department of Job & Family Services
Worker Adjustment Retraining Notification (WARN) Act
P.O. Box 1618
Columbus, Ohio 43216-1618

Subject: WARN Act Notification

Dear Ms. Maybriar:

The Worker Adjustment and Retraining Notification (WARN) Act provides that with certain exceptions, employers of one hundred or more workers must give at least sixty days advance notice of a mass layoff, as defined by the Act, to workers or their representatives, to the state dislocated workers unit, and to appropriate local government officials.

In April of 2009 Defense Finance and Accounting Services (DFAS) announced that Retired and Annuity Pay would return to DFAS effective February 1, 2010. Lockheed Martin will not continue on the contract located at 1240 E. 9th Street in Cleveland, Ohio 44199. DFAS has informed Lockheed Martin that our participation in the contract will end as of January 31, 2010. Employees are currently in the process of applying for positions through the government application system. Whether or not they receive employment through the government system, all Lockheed Martin employees will receive layoffs.

Accordingly, we have notified our employees and are hereby notifying your office that we will have to lay off one-third or more of our workforce in at least 60 days from today's date or January 31, 2010. It is impossible to determine at this time whether that date will be extended. All lay-off decisions will be reviewed and made in the context of employees' current job classification and there will be no bumping in this reduction-in-force. We anticipate that over 400 Lockheed Martin employees including Call Center Representatives and Accounting Clerks and over 200 temporary employees will be affected in this action.

If you have any questions concerning this notice, please contact Vicky DePiore of Human Resources at the above address or at 216-204-2248.

A handwritten signature in cursive script, reading "James S. Egeland".

James S. Egeland
Program Director