

# TIMKEN

Where You Turn

**Michael Hill**  
Director –  
Large Bore Manufacturing

March 31, 2010

**Certified Mail**

Rapid Response Administrator  
Ohio Department of Job and Family Services  
Worker Adjustment Retraining Notification (WARN) Act  
Rapid Response Section  
4020 East Fifth Avenue  
P.O. Box 1618  
Columbus, Ohio 43216-1618

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OHIO DEPARTMENT  
JOB & FAMILY SERVICES

2010 APR -5 A 9:27

OFFICE OF  
WORKFORCE DEVELOPMENT

Dear Sir or Madam:

The purpose of this letter is to notify you regarding the layoff of certain employees of The Timken Company ("Company") attributable to a cessation of manufacturing activity at the Company's Gambrinus Bearing Plant, located at 2401 Gambrinus Road, S.W., Canton, Ohio 44706. We note that the Workers Adjustment and Retraining Act of 1988, 29 U.S.C. §2101 et seq. ("WARN") in some instances requires and in other instances encourages the provision of notice to affected employees and specified governmental entities of a pending "plant closing," and this notice is being provided in that spirit.

More than five years ago, we announced that our Canton, Ohio, bearing operations were facing competitive challenges and were likely heading for a closure that could have affected more than 1,000 people. Since beginning the process, we experienced several years of high demand, which slowed the pace of consolidation, and during this time, most of the associates affected were able to retire or transfer into other Timken jobs.

The global recession in 2009 worsened the situation, with even lower demand for the bearings produced in Canton. As a result, we ceased production at the Gambrinus Bearing Plant, located at 2401 Gambrinus Road, S.W., Canton, Ohio 44706, in September 2009, uncertain as to the duration. Although, we still have both bearing component and steel operations in Canton, it now appears unlikely that Timken will resume production at the Gambrinus Bearing Plant.

While the vast majority of associates have transferred or retired, this recent decision currently affects 57 associates. However, the operative associates do have recall rights, and as the economy recovers and our customer demand increases, these associates may have an opportunity to regain Timken employment elsewhere in Canton. In fact, we've recalled nearly all of our laid-off steel operative associates to meet current demand, and the bearing plant associates have recall rights to steel if the steel associates are all back to work.

As the attached Tables indicate, some individuals have already been laid off in a series of reductions. While those layoffs were originally expected to be of short duration, it now appears that some may continue in excess of 6 months. The total number of individuals who have been laid off due to the cessation of manufacturing is less than 50. Additional layoffs are expected in the future, per the attached Schedules.

To the extent that the above actions constitute a covered event under WARN, this letter is intended to fulfill any requirements imposed by the Act. By providing this information, however, the Company does not concede that the Act applies or that notice is otherwise required.

**The Timken Company**  
Mail Code: GCH-16  
1835 Dueber Ave SW  
PO Box 6929  
Canton, OH 44706-0929  
United States

Telephone: 330-471-3766  
Facsimile: 330-471-6381  
Mobile: 330-575-9357

mike.hill@timken.com

March 31, 2010

Of the employees affected, 33 are represented by the United Steelworkers of America, AFL-CIO Local Union No. 1123. The job titles, number of affected employees, and layoff dates of represented workers already laid off is attached at Table A. The president of the local union is Joseph Hoagland, 1234 Harrison Avenue, S.W., Canton, Ohio 44706. With regard to these union members, affected employees were determined by collectively bargained guidelines as to job loss, including seniority, layoffs, retrogression, and "bumping rights." While laid off, the employees listed in Table A have received a Security Payment, Supplemental Unemployment Benefits, and/or other wage replacements as outlined by the collective bargaining agreement between the parties.

Certain additional represented employees are expected to experience layoffs in the future as a result of the cessation of manufacturing at the Gambrinus Bearing Plant. The employees, the job titles, and projected layoff dates are provided at Table B. Although it is not anticipated at this time that the Gambrinus Bearing Plant will resume manufacturing operations, each of the affected represented employees has a contractual recall right to *other* of the Company's sites of employment or operating units within other sites of employment. In this sense, the layoffs are expected to be temporary in nature.


Thirteen of the affected employees are not represented by a union. Their job titles, number of affected employees, and layoff dates are provided in attached Table C. These salaried employees whose employment was involuntarily terminated received severance benefits, if otherwise eligible, based upon their length of service with the Company. The minimum severance received by salaried employees was nine weeks. Certain additional salaried employees are expected to be laid off in the future. Their job titles, the number of affected employees, and projected layoff dates are provided at attached Table D. Layoffs of these salaried employees are expected to be permanent.

Notices are also being sent to the President of the local union, the chief elected official of Canton, Ohio, and salaried employees directly.

This notice is based upon the best information that the Company has available to it at this time. If there are changes to the Company's plans or in the timing of future layoffs, you will be notified as soon as possible. If you should have any questions, please feel free to contact:

Name: Peggy Claytor  
Address: 1835 Dueber Avenue, S.W.  
Canton, Ohio 44706  
Telephone: 330-471-6363  
Fax: 330-471-4381

Sincerely,

  
Michael Hill  
Director  
Large Bore Manufacturing

Enclosures

**TABLE A**  
**UNITED STEELWORKERS LOCAL 1123**  
**Currently Laid Off with Layoff Date > 9/25/2009**

Job Titles	Number of Employees Affected	Dates of Layoffs
ASSEMBLER & GAUGER	5	4 - 2009-09-26 1 - 2009-11-11
CIB FINISHER	7	2009-09-26
GRINDER - LARGE BEARINGS	6	5 - 2009-09-26 1 - 2009-11-10
OPR - CNC TURNING CENTERS	1	2009-09-26
OPR-HEAT TREAT	5	4 - 2009-10-03 1 - 2010-01-30
OPR-TURRET LATHES TP CTRLD	2	2009-12-19
SANITATION WORKER	5	4 - 2009-10-17 1 - 2010-02-13
STORAGE ATTENDANT TR 1	1	2009-09-26
WELDER A/HEAT TREAT ATTENDANT	1	2009-10-03

**TOTAL      33**

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 EQUIPMENT  
 AND MATERIALS  
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 EQUIPMENT  
 WORKFORCE DEVELOPMENT

**TABLE B**  
**UNITED STEELWORKERS LOCAL 1123**  
**Currently Active with Anticipated Future Layoff Dates**

<b>Job Titles</b>	<b>Number of Employees Affected</b>	<b>Anticipated Dates of Layoffs</b>
OPR-HEAT TREAT	2	2010-04-03
STORES CONTROLLER	1	2010-04-03
SANITATION WORKER	4	2 - 2010-04-03
		2 - 2010-05-01

**TOTAL        7**

**TABLE C**  
**TIMKEN SALARIED WORKERS**  
**Currently Laid Off with Layoff Date > 9/25/2009**

Job Titles	Number of Employees Affected	Dates of Layoffs
ANALYST	2	2009-10-31
PRIN ELECTL/ELECTS ANALYST	1	2009-10-31
PRINCIPAL OA ANALYST	1	2009-10-31
SR ADMIN COORD	1	2009-12-15
SR OPAC DATA COORDINATOR	1	2010-01-31
SR PROC ANALYST	1	2009-11-30
SR QUAL ASSUR ANALYST	1	2009-10-31
SUPV-MAINT-CIB	1	2009-10-15
SUPV-PROD-CIB	3	1 - 2009-09-30
		1 - 2009-10-31
		1 - 2009-12-31
TECHNICIAN	1	2009-10-30

**TOTAL      13**

**TABLE D**  
**TIMKEN SALARIED WORKERS**  
**Currently Active with Anticipated Future Layoff Dates**

<b>Job Titles</b>	<b>Number of Employees Affected</b>	<b>Anticipated Dates of Layoffs</b>
DISTRICT MANAGER - CANTON, OH	1	2010-03-31
SR COST ANALYST	1	2010-04-30
PRIN PROC ANALYST	1	2010-05-15
SR PROC ANALYST	1	2010-09-30

**Total      4**