

Johnson
rubber company

RECEIVED
OHIO DEPARTMENT
JOB & FAMILY SERVICES

2008 FEB 28 A 9:30

OFFICE OF
WORKFORCE DEVELOPMENT

Innovative Design &
Polymer Solutions

February 22, 2008

Mr. Jim Turner
Chief, Rapid Response Section
Ohio Department of Job and Family Services
4020 East 5th Avenue
Columbus, OH 43219

Re: Notice of Terminating Operations and Closing Facility

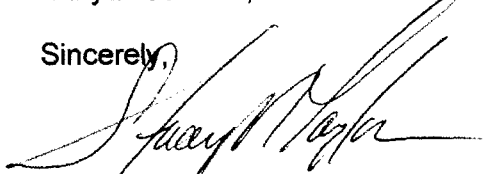
Dear Mr. Turner:

As you may know, Johnson Rubber Company (the "Company") is terminating its operations and closing its facility in Middlefield, Ohio. The Company is hereby giving you notice that the Company will be permanently terminating its operations at 16025 Johnson Street, Middlefield, Ohio 44062.

The employees will be terminated no earlier than April 23, 2008 and they will be paid at least through that date. However, some employees may not have to work after a date occurring prior to April 23, 2008. The Company anticipates that some of these employees will no longer need to work on a date between April 1, 2008 and April 15, 2008. The Company anticipates that approximately 376 employees will be affected by the Company's termination of operations. All positions and jobs at this location will be eliminated. The job titles of the positions that will be affected, together with the number of employees in each classification, are set forth on the attached list. None of the employees are represented by a union.

If you need any further information with respect to the foregoing, you should contact Maryan Jenkins, Human Resources Manager, at 440-632-1611 extension 3132.

Sincerely,



Stacey Taylor,
Director, Human Resources
Johnson Rubber Company

Enclosures

A QS 9000/ISO 9001 Company

P.O. Box 67, 16025 Johnson Street, Middlefield OH 44062 USA • 440.632.1611 • fax: 440.632.1281

2008 Eliminated Job Classes of Salaried Personnel

Job Classification	Number Affected
Analyst, Sr Programmer	1
Buyer	1
Buyer, Maintenance	1
Clerk, Shipping	1
Computer Operator	1
Controller, Finance	1
Coordinator, Accounts Payable	1
Coordinator, Lead Customer Service	1
Coordinator, Customer Service	3
Coordinator, Document Control	1
Coordinator, Hourly Payroll/WC	1
Coordinator, Inv Control/Material Process	1
Coordinator, POI	1
Designer / CAD Operator	1
Director, Human Resources	1
Engineer, Quality	1
Engineer, Sr Quality	1
Engineer, Sr Product Design	1
Manager, Cont Improve/Cost Reduction	1
Manager, Cost Accounting	1
Manager, Human Resources	1
Manager, Information Technology	1
Manager, Maintenance/Facility Engineer	1
Manager, Manufacturing Ops	1
Manager, Mixing Ops/Extrusion	1
Manager, Office	1
Manager, Planning	1
Manager, Purchasing	1
Manager, Sr Program	1
Master Die Maker	1
Scheduler, Production	3
Senior Buyer	1
Supervisor, Conventional Molding	2
Supervisor, Finishing	1
Supervisor, Injection Molding	3
Supervisor, Lab	1
Supervisor, Mixing	1
Supervisor, Shipping	1
Technician, Sr Lab	2
Technician, Layout	1
Technician, Maintenance	3
Technician, Molded	1
Technician, Process	1
Technician, Quality	3
Technician, Sr Product	1
VP, Business Development	1

2008 Eliminated Job Classes of Hourly Personnel		
Department	Job Classification	Number Affected
Conventional	Custom Press Operator	6
Conventional	Extruded Operator	3
Conventional	Mold Cleaner	4
Conventional	Mold Fabricator	32
Conventional	Mold Fabricator Lead	3
Conventional	Mold Set-up	3
Conventional	Press Operator	42
Conventional	Utility	3
Extrusion	Extruded Helper	4
Extrusion	Extruder Operator	3
Extrusion	Finishing Extd Appliance	2
Extrusion	Finishing Extd Automotive	2
Extrusion	Finishing Extd Bulk Tub	7
Extrusion	Floor Mat Operator	3
Extrusion	Guillotine Cutter	1
Extrusion	Microwave/Shearhead Oper	3
Extrusion	Microwave/Shrhd Helper	2
Extrusion	Splicer	2
Extrusion	Utility, Extruded Finish	1
Extrusion	Utility, MW/SH	1
Injection	Finishing Operator	12
Injection	Forklift Operator	4
Injection	Press Operator	95
Injection	Interim Supervisor	3
Injection	Mold Fin Prod Leader	3
Injection	Utility	14
Maintenance	Lub Specialist	1
Maintenance	Master Boiler	1
Maintenance	Master Electrician	3
Maintenance	Master Mechanic	1
Maintenance	Master Millwright	3
Maintenance	Master Multicraft	5
Maintenance	Master Pipe Fitter	1
Maintenance	Millwright	1
Maintenance	Mold Installer	5
Maintenance	Recycler	1
Mixing	Banbury Operator	2
Mixing	Compound Store & Supply	1
Mixing	Compounder Powders	3
Mixing	Compounder Slab	2
Mixing	Mill Warm Up Operator	4
Mixing	Mixed Stock Inv Cont Spec	1
Mixing	Slab Off Operator	4
Mixing	Stock Storage	3
Mixing	Operator	2
Mixing	Utility Labor	1
Shipping	Clerk	8
Shipping	Forklift Operator	2
Shipping	Inventory Clerk	1
Shipping	Leader	2
Shipping	Office Ship/Rec Clerk	2
	Total	318