

# OVONIC ENERGY PRODUCTS, LLC

February 11, 2009

RECEIVED  
OHIO DEPARTMENT  
JOB & FAMILY SERVICES

2009 FEB 12 P 3: 01

Honorable John Agenbroad  
320 West Central Avenue  
Springboro, OH 45066

Ms. Wendy Patton  
Rapid Response Administrator  
Ohio Department of Job and Family Services  
4020 East Fifth Avenue  
Columbus, OH 43219

Re: *Ovonic Energy Products, LLC*

**Subject: Notice of Mass Layoff Pursuant to the WARN Act**

Dear Mayor Agenbroad and Ms. Patton:

We are providing this letter to you in anticipation that the mass layoff provisions of the WARN Act may apply to approximately 119 employees at the Ovonic Energy Products Plant located at 50 Ovonic Way, Springboro, OH 45066.

On January 5, 2009, the Company laid off 207 hourly employees because of a substantial decline in customer demand. At the time of the layoffs we anticipated calling back some employees as early as January 19, 2009 with 200 employees returning on February 9, 2009. Unfortunately, the automotive market has seen an unprecedented further decline in sales with General Motors sales falling 49% in January. The automotive sales figures do not, in our opinion, look promising at least through the 2<sup>nd</sup> quarter of this year. Based upon our evaluation of extremely low customer demand, we have just completed our re-evaluation of our production needs and have concluded that we will not be able to predict with any degree of certainty that following our next recall on February 16, 2009, that the remaining 119 employees will be recalled within six (6) months of their layoff on January 5, 2009. We also cannot say at this point whether the layoffs will be temporary or permanent. Accordingly, we are providing you with this notice pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act as a precautionary step in case the remaining laid off workers are not recalled prior to July 5, 2009.

The affected employees are represented by Local IUE-CWA 755:

Local IUE-CWA 755  
Attn: Shawn Grimes  
50 Ovonic Way  
Springboro, Ohio 45066

Attached to this letter is a listing of the job titles of the positions which may be affected and the number of affected employees in each job group. Any bumping rights

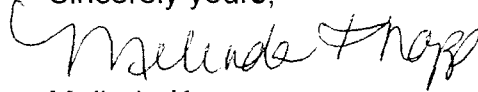
## OVONIC ENERGY PRODUCTS, LLC

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would be governed by the Collective Bargaining Agreement. Any questions regarding this matter should be directed to:

Matt Jonas  
General Manager – Manufacturing  
Ovonic Energy Products, Inc.  
50 Ovonic Way  
Springboro, OH 45066  
Tel.: (937) 743-1003

Sincerely yours,

A handwritten signature in black ink, appearing to read "Melinda Knapp", written over a horizontal line.

Melinda Knapp  
Sr. Human Resource Generalist

Enclosure

dvs:cor:36002-Hon John Agenbroad (Notice of Mass Layoff 2-11-09):Inf

# Attachment 1

## Approximate Distribution of Springboro Employees Impacted by Mass Layoff

### Operator Job Classification

Department	Classification	Number of Employees	Department Total
BAS	Group Leader	1	16
	Operator	15	
Compaction	Group Leader	1	16
	Operator	15	
Dock	Group Leader	0	3
	Operator	3	
Encapsulation	Group Leader	1	11
	Operator	10	
Formation	Group Leader	0	11
	Operator	11	
Mix and Paste	Group Leader	1	11
	Operator	10	
Wet Cell	Group Leader	0	36
	Operator	36	
Total	Group Leaders	4	104
Total	Operator	100	
		104	104

Attachment 2

Approximate Distribution of Springboro Employees Impacted by Mass Layoff

Maintenance Job Classification

Department	Classification	Number of Employees	Department Total
BAS	Maintenance	0	0
Compaction	Maintenance	7	7
Encapsulation	Maintenance	4	4
Formation	Maintenance	0	0
Mix and Paste	Maintenance	1	1
Wet Cell	Maintenance	3	3
Total		15	15