



January 21, 2009

VIA FACSIMILE (614.728.5938) and FEDERAL EXPRESS

Mr. Jeff Calhoun
Chief, 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

Re: Notice Pursuant to the Worker Adjustment and Retraining Notification (WARN) Act

Dear Mr. Calhoun:

This notice of a plant closing is being provided to you in compliance with the federal Worker Adjustment and Retraining Notification ("WARN") Act, which requires employers to give notice to certain government units and officials of a pending mass layoff or plant closing. This letter serves to advise you that Sypris Technologies ("Sypris" or "the Company") has made the decision to permanently close the Company's facility at 1550 Marion Agosta Road, Marion, Ohio ("the Marion Facility").

As part of the plant closing, the Company will terminate the jobs of all employees at the Marion Facility. It is our intention to provide the employees, individually or through their labor organization representative, with 60 days' advance notice of their termination date. Although not anticipated at this time, we do recognize that a plant closing may occur in fewer than 60 days for some employees, due to circumstances beyond the Company's control or unforeseeable business circumstances.

The closing of the Marion Facility is expected to occur in several phases over a period of time, to be completed by approximately December 31, 2009. The first terminations are expected to occur in 2009. All jobs at the Facility, bargaining unit and non-bargaining unit alike (including management and supervision), will be eliminated, numbering approximately 143 bargaining unit employees and about 18 non-bargaining unit employees. This includes active employees as well as those on leave of absence and layoff. A list of the affected positions, with the number of employees in each -- one for the bargaining unit and the other for non-unit positions -- is attached.

Affected bargaining unit employees are represented by the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, and its Local No. 1667, which have also been notified. No "bumping" rights exist for any employees at the Marion Facility.

If you have any questions, or if you need further information regarding this permanent plant closing, please feel free to contact me. I may be reached at 502.420.1227.

We appreciate the support you and the State of Ohio have given the workforce and management over the years, and we will do our best to ease the transition for those impacted.

Very truly yours,

A handwritten signature in black ink that reads "Mark N. Cain". The signature is written in a cursive style with a large, stylized 'M' and 'C'.

Mark N. Cain,
Vice President Human Resources

Encl.

SYPRIS TECHNOLOGIES – MARION PLANT**WARN LIST OF BARGAINING UNIT POSITIONS****(JOB TITLES AND NUMBER BEING LAID OFF)**

Job Title	Number
Hourly Bargaining - Active	
Cell Operator	4
Cleaner	3
Clerk-Weigher	1
Crane Operator	1
Crane Operator	1
Die Maintenance	2
Forging Operator	13
Furnace Operator	1
Helper	1
Helper 1	6
Helper 2	4
Inspector	6
Lathe Operator	4
Maintenance Technician	9
Oiler	1
Operator 1	4
Operator 2	2
Tool & Die Maker	1
Utility Operator	3
Hourly Bargaining on Leave	
Die Maintenance	2
Forging Operator	4
Inspector	1
Maintenance Technician	3
Oiler	1
Operator 1	4
Operator 2	1
Utility Operator	1
Hourly Bargaining on Layoff	
Cell Operator	1
Cleaner	3
Die Maintenance	1
Forging Operator	5
Helper	20
Helper 1	2

Helper 2	4
Inspector	6
Machine Operator	9
Operator 1	2
Operator 2	3
Utility Operator	3

SYPRIS TECHNOLOGIES – MARION PLANT
WARN LIST OF NON-BARGAINING UNIT POSITIONS
(JOB TITLES AND NUMBER BEING LAID OFF)

Job Title	Number
Salaried Employees	
Maintenance Supervisor	1
Production Supervisor	3
QA Engineer	1
Engineer	3
Human Resources Rep	1
Systems Specialist	1
Buyer	1
Materials Manager	1
Material Planner	1
Administrative Assistant	1
Plant Controller	1
Facility Manager	1
Cost Accountant	1