



Excellence is our Passion

March 3, 2011

VIA FEDERAL EXPRESS

Ms. Chong-Anna Canfora, Director
Rapid Response Section
Michigan Department of Labor & Economic Growth
Victor Office Center
201 North Washington Square, 3rd Floor
Lansing, Michigan 48913

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RAPID RESPONSE

Dear Director Canfora:

As we told you in our earlier letter, Henkel Corporation will close its Port Huron facility located at 1600 Washington Avenue, Port Huron, Michigan 48060. We anticipate that employment terminations will be permanent and that they still will commence during a 14-day period beginning on April 22, 2011, however, a few employees have asked to leave earlier. We also still expect that the entire facility will be closed.

We are now notifying you about a second phase of reductions which will result in twenty (20) additional employees terminating their employment during the 14-day period commencing on May 5, 2011. A list of the job titles, number of employees and termination periods of the employees in this phase and the earlier phase is enclosed with this letter. In addition to those employees, we anticipate that there will be further employment terminations more than 60 days from now. Changing business needs do not allow us to predict exactly when those later separations will occur, but we will provide you further information when we get it.

This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any changes as additional information becomes available. The Teamsters Local Union No. 337 represents the hourly production, shipping and maintenance employees at this location. The chief elected officer of that union is Larry Brennan, President, 2801 Trumbull Avenue, Detroit, Michigan 48216. Only very limited bumping rights exist for the unionized employees at the facility. These are described in a Supplemental and Closing Agreement between Henkel and the Union.

To the extent that the above actions constitute a covered event under the federal Worker Adjustment and Retraining Notification Act or any other notice law, this letter is intended to



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fulfill any requirements imposed under such laws. By providing this information, we do not concede that such laws apply or that notice is required.

If you have any questions or desire additional information, please contact Judy McIntyre in Henkel's Human Resources Department at (248) 577-2168.

Very truly yours,

HENKEL CORPORATION

By: Mike Oswald

Mike Oswald
Plant Manager

Attachment A



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HENKEL CORPORATION

ATTACHMENT A

As explained in the accompanying letter, the following employees are separating their employment as part of the first and second phases of a workforce reduction at the facility located at 1600 Washington Avenue, Port Huron, MI 48060. In the future, more employees will be affected and we will update this list as new information becomes available.

VOLUNTEERED FOR SEPARATION

JOB TITLE	NUMBER OF EMPLOYEES	TERMINATION DATE- (beginning of 14 day period)
Production Operator	2	3/18/2011
Production Operator	1	3/22/2011
Production Operator	1	4/22/2011
Shipping Operator	4	4/22/2011
Production Operator	1	5/5/2011

INVOLUNTARY SEPARATIONS

JOB TITLE	NUMBER OF EMPLOYEES	TERMINATION DATE- (beginning of 14 day period)
Production Operator	14	5/5/2011
Maintenance	2	5/5/2011
Production Supervisor	1	5/5/2011
Quality Technician	1	5/5/2011
Materials Coordinator	1	5/5/2011