

Americas



2008 DEC 31 PM 8: 22

December 29, 2008

Rapid Response Section  
Ohio Department of Job and Family Services  
145 S. Front Street  
Columbus, OH 43216-1618

Re: Worker Adjustment and Retraining Notification Act  
("WARN") Notice of Plant Closure.

Dear Sir or Madam:

This letter is notice to the Ohio Department of Job and Family Services pursuant to the Worker Adjustment and Retraining Act (WARN), that EFTEC N.A. is planning to close its facility at 3345 Stop Eight Road, Dayton, OH 45414. We expect that the entire facility will be closed and that this closing will be permanent. This notice is based upon the best information available to the Company as of this date.

At this time, EFTEC expects the separation of employees to take place on March 10, 2009. Attached is a list of the job titles of positions to be affected and the names of the employees currently holding affected jobs. Any bumping rights that may exist are those contained in the collective bargaining agreement.

Many of the employees at the Dayton facility are represented by the UAW, and its Local 888 (collectively, the "Union"). The union representative is Wayne Reynolds. He can be reached at (937) 433-1524 and his address is 1155-Lyons Road, Dayton, Ohio 45458.

I am the Company official to contact for further information and I may be reached at (937) 454-6307.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Larry Stamps'.

Larry Stamps  
Operations and Plant Manager

W0075075.1  
80118579.1

EFTEC North America, LLC.  
3345 Stop Eight Road  
P.O. Box 13556 N.R. Station  
Dayton, OH 45413-0556

Telephone 937.890.3150  
Telefax 937.890.1972

North America  
Latin America

Europe  
Asia