

# MARKANDY

Mark Andy Inc.  
 910 Lila Avenue  
 Milford, OH 45150 USA  
 Phone +1 513 248 1500  
 Fax +1 513 248 8546  
 www.markandy.com

Rapid Response Section  
 Bureau of Workforce Services  
 Ohio Department of Job and Family Services  
 P.O. Box 1618  
 145 S. Front Street  
 Columbus, Ohio 43216-1618

Re: Mark Andy, Incorporated: Milford, Ohio Facility

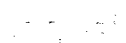
Dear Sir or Madam:

The purpose of this notice is to comply with any notice obligation that may be required under the Worker Adjustment Retraining and Notification Act (WARN) and provide you with the notice that may be required by WARN with respect to the reduction of operations, permanent layoff of employees and partial closure of a facility maintained by Mark Andy, Inc.

Mark Andy, Inc. plans to discontinue its manufacturing and engineering operations at its facility located at 910 Lila Avenue, Milford, Ohio 45150-1631. This will result in the permanent layoff and loss of employment by many employees at the facility at various times on or before **August 28, 2009**. The facility will not close completely. It will remain open to support print services, sales and customer service operations will continue at that location. This reduction in operations, however, will result in the permanent layoff and loss of employment of many employees at the facility.

The scheduled times during which the reduction in operations and permanent layoffs are expected to commence and be completed is during the period commencing on or about June 19, 2009 and will continue through the year and are expected to be completed on or about August 28, 2009. The anticipated schedule of layoffs is expected to be as follows:

<u>Anticipated Dates of Layoff</u>	<u>Number of Employees</u>
6/19/09	18
7/3/09	10
8/7/09	3
8/28/09	21
9/4/09	4
10/9/09	2



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We have attached a list which shows the job titles and positions to be affected and the number of affected employees in each job classification of individuals who are expected to be laid off commencing on or about June 19, 2009.

This list and schedule of layoffs is a "worse case scenario." The employment of these individuals and positions at the Company's Milford, Ohio facility will end as specified; however, the list does not reflect possible transfers and relocations to other Company facilities.

No bumping rights exist which could affect those to be laid off. A number of employees at the Mark Andy, Inc., Milford, Ohio facility whose positions there will be lost, however, will be offered other positions with the Company or at another of its facilities of its parent or affiliated companies.

None of these employees are represented by a collective bargaining agent.

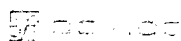
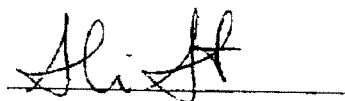
For further information regarding the Company's reduction in operations and permanent layoffs from the Company's Milford, Ohio facility, you may contact:

Ms. Shari Strunk  
Human Resources Manager  
Mark Andy, Inc.  
910 Lila Avenue  
Milford, Ohio 45150-1631  
513-965-5615

In addition, the Company has developed a severance benefit package for assistance of it's laid off workers.

This notice is designed to satisfy any notice obligations which the Company may have under the Worker Adjustment and Retraining Notification Act and Ohio law but it is not an admission that the Act or any relevant Ohio laws apply.

Sincerely,



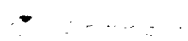
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## JOB TITLES AND NUMBER OF EMPLOYEES IN EACH POSIITON SUBJECT TO LAYOFF

	<u>JOB TITLE</u>	<u>NUMBER OF EMPLOYEES</u>
1.	Assembly Supervisor	1
2.	Buyer	1
3.	CNC Groupleader	1
4.	CNC Machine Operator	2
5.	Electrical Engineering Supervisor	1
6.	Engineering Assistant	1
7.	Facilities/Model Shop Manager	1
8.	Final Electrical Assembler	3
9.	HR Manager	1
10.	Machine Shop Supervisor	1
11.	Maintenance Mechanic	1
12.	Manual Machining Groupleader	1
13.	Manufacturing Manager	1
14.	Materials Manager	1
15.	Mechanical Designer	1
16.	Mechanical Engineer	1
17.	PC Support Technician	1
18.	Print Technician	1
19.	Product Line Specialist	1

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20.	Product Manager	1
21.	Production and Inventory Control Manager	1
22.	Production Coordinator	1
23.	Production Scheduler	1
24.	Project Manager	2
25.	Purchasing Manager	1
26.	QA Inspector	1
27.	Quality Manager	1
28.	Shipping and Receiving Groupleader	1
29.	Shipping and Receiving Clerk	1
30.	Slitter/Rewind Assembly Technician	1
31.	Sr. Controls Engineer	2
32.	Sr. Electrical Engineer	1
33.	Sr. Final Electrician	3
34.	Sr. Mechanical Assembler	1
35.	Sr. Mechanical Designer	5
36.	Sr. Mechanical Engineer	1
37.	Sr. Mechanical Assembler	4
38.	Stockkeeper	1
39.	Stockroom Groupleader	1
40.	Team Leader	4



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41. **Team Leader/CNC Operator**

1

