

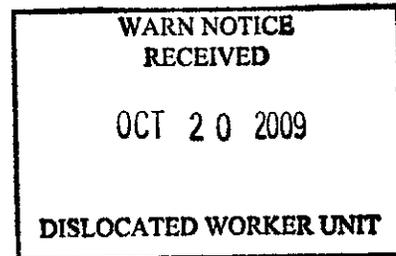
 **Bristol-Myers Squibb Company**

**Worldwide Medicines Group  
Indiana Technical Operations**  
4601 Hwy 62, East  
P.O. Box 1500  
Mt. Vernon, IN 47620

**October 20, 2009**

**VIA FEDERAL EXPRESS**

Jennifer Long  
Statewide Dislocated Worker Program Coordinator  
Indiana Department of Workforce Development  
Indiana Government Center  
10 North Senate Ave. - Room SE - 304  
Indianapolis, Indiana 46204



**Re: Notice of Layoffs Pursuant to WARN**

Dear Ms. Long:

This letter is to inform you, pursuant to any possible obligation under the federal Worker Adjustment and Retraining Notification Act ("WARN"), that Bristol-Myers Squibb Company ("the Company" or "BMS") will be (1) permanently closing its facility located at 2400 Lloyd Expressway, Evansville, Indiana, effective December 31, 2009; and (2) implementing a reduction in force at its facility located at 4601 Hwy 62 East, Mount Vernon, Indiana, on or about December 31, 2009. We are notifying you that as a result of these actions, we anticipate that 113 full-time employees will be separated from employment.

The layoffs will result in "employment losses" in the following job classifications:

- 4 Administrative Coordinators (3 Evansville/1 Mt. Vernon)
- 1 Associate Director, Manufacturing Technology (Evansville)
- 1 Manufacturing Manager (Mt. Vernon)
- 1 Continuous Improvement Manager (Mt. Vernon)
- 1 Documentation Specialist (Mt. Vernon)
- 1 Engineering Technical Associate (Evansville)
- 1 Facilities Coordinator (Mt. Vernon)
- 14 Team Leaders (3 Evansville/11 Mt. Vernon)
- 2 Engineering Managers (Mt. Vernon)
- 3 Engineers (Mt. Vernon)
- 1 Materials Management Technician (Mt. Vernon)
- 1 Validation Manager (Evansville)
- 5 Technical Investigators (3 Evansville/2 Mt. Vernon)
- 1 Production Support Specialist (Mt. Vernon)
- 4 QA Specialist (2 Evansville/2 Mt. Vernon)
- 11 QA Associates (7 Evansville/5 Mt. Vernon)
- 1 Associate Manager Quality (Mt. Vernon)

- 2 QC Scientists (1 Evansville/1 Mt. Vernon)
- 1 Technical Training Associate (Mt. Vernon)
- 57 Production Operators (Evansville)

All affected employees are being notified of their employment terminations at least 60 days before the terminations are scheduled to occur.

Affected employees will be paid all wages and other benefits to which they are entitled through their date of termination. On or before the effective date of each employee's termination, BMS will provide under separate cover information concerning benefits available under the terms of a severance plan.

Because BMS does not recognize bumping rights for its employees, terminated employees are not permitted to displace remaining employees based on seniority or any other factor.

This notice is given based upon the best information available to BMS at this time. For further information, please contact: Renee Palmer, Site Director Human Resources at 812-429-8494 (prior to 10/26) and 812-307-2485 (after 10/26).

Sincerely,



Bill Mitchell  
Indiana Technical Operations  
General Manager  
Bristol-Myers Squibb, Co.