



917 Liechty Road, Berne, In 46711

WARN NOTICE

July 25, 2011

State Dislocated Workers Unit
Department of Workforce Development
10 N. Senate Avenue
Indianapolis, Indiana 46204 - 2777

On May 17th, we informed you of our current status with regard to transfer of work from the Berne plant to other Ficosas' plants as part of the new Company's plan to consolidate mirror production, and prepare Berne for other products. This notice is a follow up to this continuing consolidation and does not alter the potential future of this plant. As noted in the earlier letter, these plans will require time for proper implementation.

Therefore, this WARN notice is being issued formally to advise you of the transfer of other work in the continuing consolidation of businesses. The 331 business move had been delayed and final transfer will occur on September 6, 2011. The move of some of the LX/LD/JS will occur on or about September 25th for the manual line, and October 10th for the automated line. On November 7th the 580 work will be transferred, and on November 14 the 975 business will be transferred. The above transfers of work will affect up to 175 employees for 6 months or more.

I have attached a list of the jobs classifications and number of employees that will be affected in each classification (Exhibit A) This schedule and the list of jobs classification and employees is based on the best available information at this time.

Affected employees have bumping rights. Employees are represented by the Workers United Union and its chief elected local official is Tony Roosa at the Berne plant address.

Ficosa Berne facility is located at 917 Liechty Road, Berne Indiana

Should you have any questions at any time concerning this notice, you may contact me at the above address.

Sincerely,

A handwritten signature in cursive script that reads 'Amy Tumbleson'.

Amy Tumbleson
Human Resources Manager
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