

April 30, 2009

VIA FEDERAL EXPRESS & E-MAIL



Jennifer Long
State Rapid Response Dislocated Worker Unit
Indiana Department of Workforce Development
10 North Cennet Ave.
Indianapolis, IN 46204
jlong@dwd.n.gov

Re: WARN Notice

Dear Ms. Long:

This is a notice by Baldor Electric Company ("Baldor"), being given pursuant to the Worker Adjustment and Retraining Notification Act ("Act"), 29 U.S.C. §2101 et. seq.

Please be advised that Baldor will be engaging in a "mass layoff," as that term is defined in the Act, at Baldor's facility located in Columbus, Indiana. The street address for the facility that is being impacted is 3300 East 10th Street, Columbus, Indiana 47201-5594.

This "mass layoff," is a direct result of a business decision to permanently move a substantial amount of the work currently being performed at the Columbus facility to other Baldor plants. Baldor will continue an operation at the Columbus facility while it attempts to find a buyer for that work not being moved. There are currently a total of 54 salaried employees (including those on leaves of absence) at the Columbus facility. In addition, there are 118 hourly employees (including those on layoff from last summer or other leave of absence) at the Columbus facility. Of these, it is expected that approximately 40 salaried employees will be terminated or no longer working in Columbus after June 30, 2009. It is also anticipated that approximately 82 hourly employees will either be terminated or laid off from the facility on June 30, 2009.

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The Columbus production workforce is represented by the International Association of Machinists and Aerospace Workers, AFL-CIO, District 90 and its affiliate Local Lodge #1270.

The Local's address is 431 South Mapleton, Columbus, Indiana 47201. Local 1270's chief elected official is its President, Bobby Brown. Mr. Brown's telephone number is (812) 376-6226.

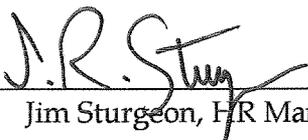
District 90's address is IAM and AW District Lodge 90, 5638 Professional Circle, Suite 201, Indianapolis, Indiana 46241-5022. District 90's Directing Business Representative is Tim Hough. His number is 317-247-8825.

Both the Local and District 90 have been informed of the impending mass layoff at the Columbus, Indiana facility. The collective bargaining agreement does not reference "bumping" per se. Employees will be laid off in accordance with their seniority rights under the contract and remaining hourly production job in the plant after June 30 will be filled in accordance with the contract's seniority based provisions. The relevant pages from the current collective bargaining agreement are attached hereto as Exhibit 1. Salaried employees are not represented by any union. No salaried employees will be allowed to bump. Information about the job titles impacted (and numbers of persons in each job) is available on request.

If you have any questions, please do not hesitate to contact the undersigned. I can be reached at (812) 378-2401. We look forward to cooperating with your office.

Sincerely,

Baldor Electric Company

By: 
Jim Sturgeon, HR Manager