

Lockheed Martin Proprietary Information

**LOCKHEED MARTIN** 

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Indianapolis, IN 46241  
216-978-9298

WARN NOTICE  
RECEIVED

OCT 14 2009

DISLOCATED WORKER UNIT

October 13, 2009

To: Jennifer Long  
Indiana Department of Workforce Development  
State Dislocated Worker Program Coordinator  
10 N. Senate Ave.  
Indianapolis, IN 46204

Subject: WARN Act Notification

The Worker Adjustment and Retraining Notification (WARN) Act provides that with certain exceptions, employers of one hundred or more workers must give at least sixty days advance notice of a mass layoff, as defined by the Act, to workers or their representatives, to the state dislocated workers unit, and to appropriate local government officials.

Lockheed Martin has been in discussions with the United States Citizenship and Immigration Services (USCIS), and has been informed that we will not continue on the contract due to funding issues. USCIS has informed Lockheed Martin that our participation in the contract will end as of December 12, 2009. We are currently working to evaluate the full impact of budgetary reductions, but it is clear that significant layoffs will result. We expect that these will be permanent rather than temporary layoffs.

Accordingly, we have notified our employees and are hereby notifying your office that we will have to lay off one-third or more of our workforce in at least 60 days from today's date or December 12, 2009. It is impossible to determine at this time whether that date will be extended. All lay-off decisions will be reviewed and made in the context of employees' current job classification and there will be no bumping in this reduction-in-force. We anticipate that approximately twenty five General Clerk I personnel will be laid off as part of this action.

If you have any questions concerning this notice, please contact either Matt Proudft of Human Resources at the above address or at 216-978-9298 or Crystal Wadin at 505-765-2690.

Keith Conner  
Program Manager

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