



February 24, 2012

Over-night Mail/Email

Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204-2277

Email: warn-notice@dwd.in.gov

Subject: WARN Notice

Dear Representative of the Indiana Department of Workforce Development:

In light of ongoing economic conditions and the sustained recession in the housing, construction, and remodeling markets, CertainTeed Corporation will suspend a portion of its operations at the Terre Haute, Indiana, facility, which manufactures fiber cement siding. This change will be effective April 30, 2012. The plant is located at 1001 West Industrial Boulevard, Terre Haute, Indiana, 47802.

This decision will affect approximately 53 of the 84 employees currently working at the facility. Because the plant will continue to produce its Color Max product and be used as a hub for distribution to our Midwest customers, approximately thirty-one (31) employees will remain employed.

All employees will be advised of this decision on Friday, February 24, 2012, a little more than 60 days prior to the suspension the specific areas of production.

Prior to making this decision, every aspect of the fiber cement siding business was analyzed. To say the least, this has been an extremely difficult decision and is in no way a reflection on the employees or their efforts. It is particularly difficult when it affects the people who have worked so hard to make this business successful. The employees have demonstrated a commitment to safety, above all else, and their focus on continuous improvement is evident in their quality and service performance. We recognize the hardship this decision will have on the affected employees and their families, and we will provide them as much help and information as possible during this time.

While preparations to suspend production will begin shortly, the 53 employees will not be released from work until Monday, April 30, 2012, the designated separation date. Although some may not be required to report to work prior to the actual separation date, they will be paid their regular wage and continue to participate in all benefits through this notice period and the designated separation date.

The employees of the facility are not represented by a union. The 31 available positions will be posted and all employees will have an opportunity to apply. This process will begin on Monday, February 27 and selections will be made no later than Friday, March 9, at which point a list of



CertainTeed Siding



affected job classifications and names of employees who will no longer be employed will be available in my office.

If you have any questions, you may contact Mark Schilling at 812-645-0342 or Megan Emery, Human Resources Manager for the Siding Products Group at 610-341-7653.

Sincerely,

A handwritten signature in black ink that reads "Mark A. Rayfield". The signature is written in a cursive, flowing style.

Mark A. Rayfield
President
Siding Products Group



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