



917 Liechty Road, Berne, In 46711

WARN NOTICE

January 10, 2012

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

As an update to our earlier notices, this WARN notice is being issued to advise you of the updated timing of the transfer of work as Ficosa continues towards the consolidation of businesses. The 580 and 975 business transfers are scheduled to move on 2/3/12 and 3/23/12, respectively. I reported in earlier notices that these jobs would be transferred out of Indiana in November of 2011. The 470 program will balance out around 4/30/12.

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 job classifications and employees is based on the best available information at this time.

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

A handwritten signature in blue ink that reads 'Amy Tumbleson'. The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Amy Tumbleson
Human Resources Manager
Phone – 260.589.7375
Fax – 260.589.7315
Email – amy.tumbleson@ficosa.com

Exhibit A

	1/9/12 Baseline				(580)			(975)			(470)			Baseline	Affected	Remaining
	1st shift	2nd shift	3rd shift	Total	Union Classifications Affected			Union Classifications Affected			Union Classifications Affected					
					2/3/12 Reduction in Force			3/23/2012 Reduction in Force			4/30/2012 Reduction in Force					
					Number of positions eliminated			Number of positions eliminated			Number of positions eliminated					
1st shift	2nd shift	3rd shift	Total	1st shift	2nd shift	3rd shift	1st shift	2nd shift	3rd shift	1st shift	2nd shift	3rd shift				
Press Operator	12	6	8	26				1		1				26	2	24
Mold Technician	2	2	2	6			1							6	1	5
Application/Blend Specialist	12	0	0	12			6 or PSS			1				12	7	5
Paint System Support	23	0	0	23						18 or Paint				23	18	5
Paint Technician	3	0	0	3						1				3	1	2
Paint Custodial Maintenance	0	4	0	4						4				4	4	0
Exterior Products Assembler	41	0	13	54	2		13	14				11		54	40	14
Service Products Assembler	18	0	4	22										22	0	22
Maintenance	2	1	2	5			1					1		5	2	3
Material Handler	3	0	0	3						1			1	3	2	1
Shipping/Receiving Specialist	1	0	0	1										1	0	1
QA Inspection Technician	3	1	1	5	1	1		1						5	3	2
Tool Room Assistant	1	0	0	1										1	0	1
Janitor	1	0	0	1										1	0	1
Totals by Date	122	14	30	166										166	80	86
					25 2/3/12 - 580											
					42 3/23/12 - 975											
					13 4/30/12 - 470											
					80 Total											