

# Heraeus

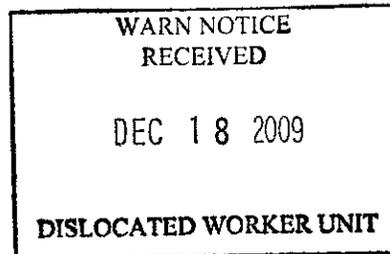
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December 14, 2009

Ms. Jennifer Long  
Indiana Department of Workforce Development  
10 North Senate Avenue  
Indianapolis, IN 46204



RE: Postponement of Layoff

Dear Ms. Long:

As you know, you received a notice pursuant to the regulations of the Worker Adjustment and Retraining Notification (WARN) Act of 1998 on October 6, 2009 which advised that manufacturing operations at Heraeus Electro-Nite's Peru, Indiana facility would end between December 7, 2009 and December 18, 2009. Due to our need to continue production of certain products during the transition of manufacturing operations to Ellwood City and Saltillo, Mexico, we have asked that approximately twelve (12) manufacturing employees continue to work for the Company for a limited period of time.

We expect, but cannot guarantee, that we will continue to have work for these manufacturing employees from today until between February 1, 2010 and February 15, 2010. After that time, manufacturing operations at the Peru, Indiana location will fully conclude and all production positions will be eliminated. Please contact Terry Corcoran, Director of Human Resources, at (215) 944-9024 should you have any questions.

Very truly yours,

Michael G. Midash  
President

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**Electro-Nite**