



IVC Industrial Coatings Inc.

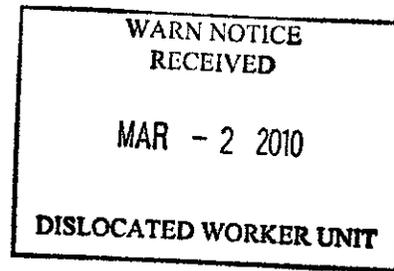
Manufacturers of Industrial Finishes and Powder Coatings

ISO-9001 REGISTERED

Established
1870

February 24, 2010

Honorable Gregory Ballard
Mayor of Indianapolis
2501 City-County Bldg.
200 E. Washington St.
Indianapolis, IN 46204



Dear Mayor Ballard,

In accordance with the requirements of the Federal Worker Adjustment and Retraining Notification Act ("WARN"), this letter is to formally advise you of the relocation of IVC Industrial Coatings, Inc. Indianapolis operations to Brazil, Indiana.

The name and address of the facility to be relocated is:

IVC Industrial Coatings, Inc.
2245 - 2250 Valley Avenue
Indianapolis, IN 46218
317-636-4407

We have approximately 55 employees working at this site. All employees have been given the opportunity to relocate to the Brazil facility, and approximately 50 of the 55 employees will be relocating.

While the exact timing of the move will be dependent upon the completion of the Brazil facility, it is anticipated that we will beginning moving operations in May of 2010, and hope to complete the move by June 1, 2010. The Indianapolis facility will be permanently closed after the relocation is completed.

The affected employees will not have the right to bump or displace other employees from other jobs. None of the affected employees is represented by a union.

Please be advised that we have had conversations with Ms. Jackie Nytes, our City - County Councillor, concerning this relocation for several months. Also, our employees have been aware of the relocation for approximately two years.

A complete listing of the names and job titles of the employees affected by this relocation is available from our office. Please feel free to contact me at the address and phone number listed above if you wish to receive this information, or have other questions concerning this notice.

Sincerely,

Jim Holtel
HR Director

cc: Indiana Department of Workforce Development
Dislocated Worker Unit
Indiana Government Center South
10 North Senate Avenue
Indianapolis, IN 46204

2245-2250 Valley Avenue
Indianapolis, IN 46218
Phone (317) 636-4407
FAX (317) 636-4436

2831 East Industrial Pk. Dr.
Brazil, IN 47834
Phone (812) 442-5080
FAX (812) 442-1550

1855 Industrial Drive
Grand Haven, MI 49417
Phone (616) 846-7539
FAX (616) 846-9003

550-560 Centennial Blvd.
Casa Grande, AZ 85222
Phone (520) 421-9440
FAX (520) 421-7255

IVC (UK) Ltd.*
Collyhurst Rd.
Manchester, M40 7RU
United Kingdom
Phone (44) 161-202-0814
Fax (44) 161-202-0817

IVC Far East, Inc.*
DBA IVC-Heng Lee (China) Co. LTD.
Dongguan City
Guangdong Province, P.R.C.
Phone (86) 076-979-10976
Fax (86) 076-977-24941

*Owned
Affiliates