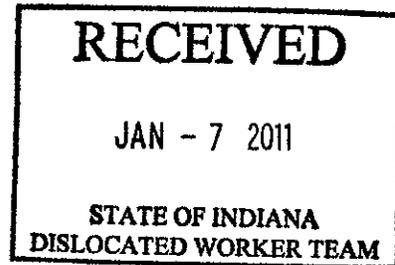




January 7, 2011

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



Re: WARN Notice

Dear Ms. Long:

In accordance with the requirements of the WARN Act, 29 U.S.C. §2102(a), we write to notify you that Milbank Manufacturing Co. intends to permanently close its entire facility at 1400 E Havens, Kokomo, Indiana. We anticipate that operations will cease no sooner than March 8, 2011 and no later than March 22, 2011. The plant closing is expected to be permanent and all employees at the facility will lose their employment. The current job classifications and the number of employees to be impacted are attached.

There are no bumping rights to other Company plants provided to production employees covered by a collective bargaining agreement. The plant's hourly bargaining employees are represented by Sheet Metal Workers, International Association, Local 20, AFL-CIO. The union's representative and address is as follows: John Wright, 2828 E 45<sup>th</sup> St, PO Box 20530, Indianapolis, IN 46220.

Notice of this closing has also been given to the city and county governments. Any information we receive from those sources concerning available dislocated worker assistance, and other possible benefits will be passed on to you and the employees.

We regret the economic circumstances that have required us to make this painful decision. We will work with you, the employees and the appropriate government agencies to minimize the economic disruption.

For further information, call Lezlie Ensor at 816 483-5314.

Respectfully,

A handwritten signature in cursive script that reads 'Lezlie Ensor'.

Lezlie Ensor  
Human Resources Director



Exhibit A

Bargaining Unit Position

<u>Position</u>	<u>Number Impacted</u>
Amada Operator	3
Auto Press Operator	2
Block and Bridge Assembly	6
Continuous Improvement	1
Die Apprentice	1
Final Assembly	10
Janitor	4
Lead Final	3
Lead Paint	1
Lead Press	2
Leadman of Department	4
MAINTENANCE A	2
Minster	1
Paint line	4
Press Brake Operator	4
Punch Press	1
Punch Press B	2
Punch Press Operator	2
Shipping Clerk	1
Spot Welder	8
Stock Accumulator	1
Sub Assembly	3
Team Leader	1
Utility	1
Union Representative	1

<u>Non-Bargaining Unit Position</u>	<u>Number Impacted</u>
Plant Manager	1
Senior Supervisor	1
Supervisor	1
HR Manager	1
Buyer 1	1
Technical Service Manager	1