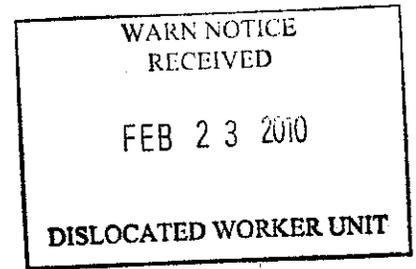




UNIVERSAL MUSIC GROUP

February 16, 2010



Ms. Jennifer Long  
Indiana Department of Workforce Development  
10 N. Senate Ave.  
Indianapolis, IN 46204

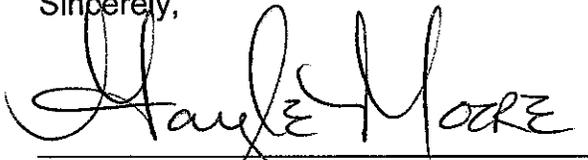
Dear Ms. Long:

This notice is being provided to inform you that UMG Recordings, Inc. (UMG) has decided to downsize its operations at its Fishers facility, located at 9999 E 121st St, Fishers, IN, 46037.

It is anticipated that 34 employees at the Fishers facility will be permanently laid off on May 9, 2010. Attached is an anticipated schedule of these layoffs, broken down by job titles and the number of affected employees in each job classification. The employees do not have the right to displace or bump any other UMG employee and they will not be recalled to work. None of the employees are represented by a union.

If you have any questions, please contact Roberta Hernandez of our Human Resources Department at (310) 865-7830.

Sincerely,

  
Gayle Moore

SVP, Human Resources, North America

Fishers Facility	
Job Title	Number of Affected Employees
Analyst I	8
Associate Director	1
Director	1
Lead	1
Manager	1
Office Manager	1
Project Manager	4
Senior Analyst	1
Senior Programmer Analyst	4
Senior Server Analyst	1
Senior Systems Analyst	6
Server Analyst	1
Systems Analyst	1
Tape Librarian II	1
Technical Lead	1
Technical Support Analyst	1
<b>Grand Total:</b>	<b>34</b>