

# Firestone

**World's Number 1**  
**Air Spring.**



FIRESTONE INDUSTRIAL PRODUCTS COMPANY

February 10, 2009

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

**Mayor John Ditslear**  
**City Hall**  
**16 S. 10<sup>th</sup> Street, Suite 275**  
**Noblesville, IN 46060**

WARN NOTICE  
RECEIVED

FEB 11 2009

DISLOCATED WORKER UNIT

**RE: NOTICE PURSUANT TO WORKER ADJUSTMENT AND RETRAINING  
NOTIFICATION ACT**

Dear Ms. Long and Mayor Ditslear:

Firestone Industrial Products Company, LLC ("FSIP" or the "Company"), formerly a division of BFS Diversified Products, LLC, is the owner and operator of a manufacturing facility located at 1700 Firestone Boulevard, Noblesville, Indiana (the "Noblesville Plant"). FSDP has, reluctantly, decided to permanently cease production operations at the Noblesville Plant with production stopping by approximately June 26, 2009.

As a result of the decision to permanently cease these operations, it is anticipated that approximately 238 hourly and salaried employees will be permanently terminated. Approximately 195 of these employees are hourly employees represented by the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union, AFL-CIO, CLC (the "USW") and its local Union No. 138L ("Local 138L") (collectively, the "Union").

Attached is a copy of the letter we sent today to the Union outlining the number and timing of these reductions. In addition to the Union-represented job reductions described in that letter, there will be salaried position terminations. We currently expect eight salaried terminations effective April 17, 2009, and 28 effective June 26, 2009. An additional seven salaried employees will be terminated effective December 31, 2009. All of these dates could be adjusted by up to 14 days. Union represented employees having bumping rights as set forth in the collective bargaining agreement, but those rights have generally been suspended during this closure period; salaried employees do not have bumping rights. This is a permanent closure of the entire facility. We do expect, however, that some research and development work will continue and/or be moved to this facility at a later date.

The primary contacts for the Union are:

Mr. Ron Hoover, Executive Vice President  
USW, Rubber/Plastics Industry Conference  
Five Gateway Center  
Pittsburgh, PA 15222

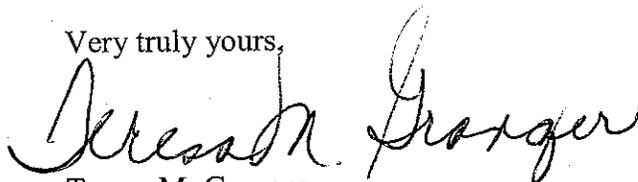
Mr. Tim Cottrell, President  
USW Local 138L  
399 S. 14<sup>th</sup> Street  
Noblesville, IN 46060

Mr. Leo Gerard, President  
USW  
Five Gateway Center  
Pittsburgh, PA 15222

Pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. §§ 2101 et. seq., FSDP is hereby providing you with at least sixty (60) days' notice regarding this closure. The balance of the information required by WARN will be maintained at the plant in a readily accessible format. A plant closure agreement has already been negotiated with the Union.

I trust that this letter provides sufficient information about this reduction in force. Please direct any inquiries regarding this notice and employment losses to me at the address and telephone number below.

Very truly yours,



Teresa M. Granger  
Human Resources Manager  
Firestone Industrial Products Company  
1700 Firestone Boulevard  
Noblesville, IN 46060  
(317) 773-0650

# Firestone

World's Number 1   
Air Spring.

FIRESTONE INDUSTRIAL PRODUCTS COMPANY

February 10, 2009

Mr. Ron Hoover  
Executive Vice President (R, PIC)  
United Steel, Paper and Forestry, Rubber, Manufacturing,  
Energy, Allied Industrial and Service Workers International Union  
AFL-CIO, CLC  
Five Gateway Center  
Pittsburgh, PA 15222

Mr. Tim Cottrell  
President  
USW Local 138L  
399 S. 14<sup>th</sup> Street  
Noblesville, IN 46060

**RE: NOTICE PURSUANT TO WORKER ADJUSTMENT AND RETRAINING  
NOTIFICATION ACT**

Gentlemen:

As you know, Firestone Industrial Products Company, LLC ("FSIP" or the "Company"), formerly a division of BFS Diversified Products, LLC, is the owner and operator of a manufacturing facility located at 1700 Firestone Boulevard, Noblesville, Indiana. FSDP has, reluctantly, decided to permanently close this entire plant with production stopping by approximately June 26, 2009.

As a result of the decision to permanently close this entire plant, it is anticipated that approximately 195 hourly employees represented by USW Local 138L will be terminated. FSIP expects that these terminations will be implemented on an on-going basis depending upon production requirements and voluntary departures, beginning on April 17, 2009, or within fourteen (14) days thereafter. We expect 79 employees to be terminated on April 17, 2009 or within 14 days thereafter; and the remaining 116 employees on June 26, 2009 or within 14 days thereafter.

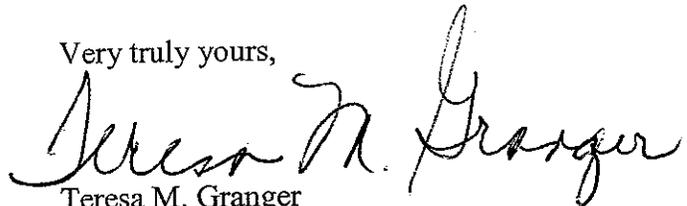
As you know, 41 hourly employees were previously terminated in early January 2009. The employment actions described herein are in addition to those terminations.

The order of reductions within this time frame for employees represented by USW Local 138L will be determined by seniority as defined by the terms of the 2006 collective bargaining agreement (the "2006 CBA") and the separately negotiated plant closure memorandum. There are bumping rights available as set forth in the 2006 CBA, but they have generally been suspended under the closure memorandum. Affected employees will be entitled to benefits, in accordance with the terms of the 2006 CBA and the closure memorandum.

The names and positions of all represented employees that will be affected by the reductions in force, as of this date, are included on the enclosed Schedule "A." This will be a permanent closure of the entire plant, although we have previously advised you that some research and development work may continue and/or be moved to this facility at a later date.

I trust that this letter provides sufficient information about this reduction in force. Please direct any inquiries regarding this notice and employment losses to me at (615) 937-1804 or to Teresa Granger at (317) 773-0650.

Very truly yours,



Teresa M. Granger  
Human Resources Manager  
Firestone Industrial Products Company  
1700 Firestone Boulevard  
Noblesville, IN 46060

Enclosure

cc: Mr. Leo Gerard