

January 31, 2009

Ms. Jennifer Long
Indiana Department of Workforce Development
Indiana Government Center South
10 North Senate Avenue
Indianapolis, IN 462204

Dear Ms. Long:

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988, Pelco, Inc, ("Company") has developed plans to permanently close its Indianapolis operations, located at 9855 Crosspoint Boulevard, Suite 126, Indianapolis, Indiana 46256, effective on or about March 31, 2009.

Currently there are forty (40) non-management employees who are expected to suffer a loss of employment effective on or about March 31, 2009 as a result of this action. Two (2) management employees were advised that they are also expected to suffer an employment loss on March 31, 2009. A list of the job titles and number of affected employees in each title is enclosed. Neither salaried nor hourly employees at the location have bumping rights. None of the employees are represented by a union.

Some affected employees may be released from duty prior to March 31st; However, Pelco will provide all affected employees with at least 60 days pay with benefits in accordance with WARN. Although this action affects less than 50 employees, this letter is intended to satisfy any statutory notice requirements under the Worker Adjustment and Retraining Notification Act.

Enclosed please find a list of the job titles of the positions affected by this closure and the number of affected employees in each such job.

All requests for additional information should be directed to: Karen E. P. Wilkes, Human Resources Manager, 3500 Pelco

Way, Clovis, California 93612, or by telephone at (559)
388-2607

Sincerely,

Karen E. P. Wilkes
Human Resources Manager

Enclosure

Employees Affected Count By Title

JOB TITLE	COUNT
ADMINISTRATIVE ASSISTANT	1
BUYER III	1
CUSTOMER CARE SPECIALIST	1
DIGITAL SYSTEMS APPS SPEC	2

DIGITAL SYSTEMS SPECIALIST	1
NST ANALYST	1
OEM PROJECT MANAGER	2
PRODUCT ENGINEER	1
PROJECT MANAGER	1
QUALITY ASSURANCE MANAGER	1
SALES REPRESENTATIVE	1
SERVICE TECHNICIAN DIGITAL	3
SOFTWARE ENGINEER	4
SOFTWARE ENGINEER 1	1
SOFTWARE ENGINEER 3	2
SOFTWARE ENGINEER 4	1
SOFTWARE ENGINEER 5	5
SQA ENGINEERING GROUP LEADER	1
SR HARDWARE ENGINEER	1
SR PRODUCT MANAGER	1
SR SOFTWARE ENGINEER	4
SYSTEMS ADMINISTRATOR	1
TECHNICAL WRITER	2
TEST ENGINEER	1
TRAINING MANAGER	1
VICE PRESIDENT	1
total	42