



February 7, 2013

**VIA FEDERAL EXPRESS
AND E-MAIL TO WARN-NOTICE@DWD.IN.GOV**

Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204-2277

Sensient Flavors LLC
5600 West Raymond Street
Indianapolis, IN 46241-4343
Tel 317-243-3521
Fax 317-240-1524

Re: Notice of Permanent Layoffs

Dear Sir or Madam:

Sensient Flavors LLC has decided for strategic business reasons to permanently relocate some of its operations currently located at the facility located at 5600 West Raymond Street, Indianapolis, Indiana, 46241-4343 to a new facility located in Hoffmann Estates, Illinois. Sensient is not closing the entire Indianapolis facility, but the relocation of these operations will result in permanent layoffs for a group of employees currently working at the Indianapolis facility. The permanent layoffs associated with this relocation are expected to begin on or about May 1, 2013, and to be completed on or about September 1, 2013. We anticipate that 125 employees at this location will be permanently laid off.

We are not acknowledging that Worker Adjustment and Retraining Notification ("WARN") Act obligations apply in this case. We have decided on a voluntary basis, however, to give this notice under the federal WARN Act.

Sensient is providing you with the best information available to it as of the date of this written notice. We are making offers of relocation to some employees. The number of layoffs and expected layoff dates are contingent on the timely completion of the new facility in Hoffmann Estates, the successful staffing of that facility, and the number of employees who accept our offers of relocation. If subsequent circumstances cause a change in the anticipated layoff dates, Sensient will make every effort to provide updated information as soon as reasonably possible.

By copy of this letter, we are notifying Indianapolis Mayor / County Executive Greg Ballard. We appreciate whatever assistance you may provide to our employees who will be affected by this decision. If you have any questions, please contact me at 414-347-3882.

Sincerely,

A handwritten signature in black ink, appearing to read "C Daniels", written over a horizontal line.

Christopher Daniels
Vice President, Human Resources

Cc: Mayor / County Executive Greg Ballard, Office of the Mayor, 2501 City-County Bldg.,
200 E. Washington St., Indianapolis, IN 46204 (via certified mail)