



RECEIVED
OHIO DEPARTMENT
JOB & FAMILY SERVICES
2009 AUG 18 P 12:22
OFFICE OF
WORKFORCE DEVELOPMENT

August 17, 2009

Jim Turner, Chief
Rapid Response Section – Ohio Department of Job and Family Services
4020 E. 5th Avenue
Columbus, OH 43219
Fax: 937/562-6177

RE: WARN Act Notice - Temporary Reduction in Workforce

Dear Mr. Turner:

This letter is to inform you that CEMEX, Inc. plans a reduction in work force at its Fairborn, Ohio facility located at 3250 Linebaugh Road, Xenia, Ohio 45385 in October 2009. The reduction in workforce is due to excess inventory resulting from reduced demand.

Based on the best information now available, the Company may temporarily separate as many as fifty (50) or more employees on or about October 17, 2009. In accordance with WARN requirements, laid off employees will receive pay through this date and benefits through October 2009. Should business conditions or customer needs cause us to change this timeline, I will let you know.

Please refer to the attached document which identifies the job positions and number of persons employed in such positions that may be affected by the temporary reduction in workforce. Due to this notice being given at least 60 days in advance of and in preparation for the temporary reduction in workforce, Cemex, Inc. does not yet know the exact number of bargaining unit employees who will be affected by this action. CEMEX Fairborn Plant management will be working with and through Union Local D-357 to identify which bargaining unit job positions will be affected and after such employees exercise their bumping rights both parties will know which employees will be retained and which will be separated.

A WARN notice has been provided to (a) Mark Kelly, International Representative, International Brotherhood of Boilermakers, 15 Brentwood Drive, McKee Rocks, PA 15136 who represents the affected employees at the facility and (b) Phil Nawman, President, Union Local D-357.

The Company will work with and through Green County Job & Family Services to provide assistance to affected employees. Please let me know if you have questions. Thank you.

Sincerely,

Terry J. Almond, Director of Human Resources
CEMEX East Region – U.S. Operations
937/306-4093

Xenia Office

3250 Linebaugh Road, Xenia, Ohio, 45385, USA. Phone: (937) 878-8651, Fax: (937) 878-4269

CEMEX FAIRBORN PLANT

WAGE GROUP ONE

Laborer (2)

WAGE GROUP TWO

General Equipment Operator (3)

WAGE GROUP THREE

Entry Level Training Program:
Dust Collector Specialist
Garage
Maintenance
Electrical
Instrument

Pre Heater Tender (2)

WAGE GROUP FOUR

Packhouse Operator (8)

Material Operators (3)

Process Material Handler (4)

Storekeeper (1)

Entry Level
Training Program:
Process Utility

Second Level
Training Program:
Dust Collector Specialist
Garage
Maintenance
Electrical
Instrument (1)

WAGE GROUP FIVE

Third Level
Training Program:
Dust Collector Specialist (1)
Garage
Maintenance (1)
Electrical
Instrument

WAGE GROUP SIX

Utility Equipment Operators A (5)

Inventory Specialist (1)

Process Utility (9)

Physical Tester (2)

Laboratory Technician (5)

Fourth Level Training Program:

Garage
Maintenance
Electrical
Instrument

Journeyman:
Dust Collector Specialist (1)
Process Utility

WAGE GROUP SEVEN

Journeyman:
Maintenance (12)
Garage (3)
Electric (4)
Instrument (1)

Process Controller (5)

August 17, 2009