

SICK

September 10, 2009

Jim Turner, Chief
Rapid Response Section – Ohio Department of Job and Family Services
4020 East 5th Avenue
Columbus, OH 43219

RE: WARN Act Notification – Permanent closure of facility

Mr. Turner,

This letter serves to notify your office that SICK, Inc. intends to cease operations at and permanently close our SICK STEGMANN, Inc. facility located at 7496 Webster Street, Dayton, Ohio, 45414, effective on January 1, 2010. This closure will eliminate thirty-eight (38) positions. None of these positions are bargaining unit/union positions. While we are not required to file a WARN notice due to the number of employees impacted, we are choosing to do so to better facilitate the process of assisting our employees.

This action is being taken to support overall operational cost reduction, increase of operational efficiency, and improvement to customer responsiveness and support in the factory automation and logistics markets. Business operations performed at this facility will be moved to other SICK locations.

All 38 employees at this facility are affected by this closure. No “bumping” rights will exist. The positions eliminated are:

Non-Manager (no direct reports):

Accounting Assistant – 1 position
Application Engineer – 2 positions
Buyer – 1 position
Consulting Design Engineer – 1 position
Controller – 1 position
General Accountant – 1 position
Marketing Manager – 1 position
Mfg Associate – 13 positions
Process & Software Engineer – 1 position
Sales Engineer – 2 positions
Shipping Coordinator – 1 position
Stockroom Coordinator – 1 position
Systems & Software Engineer – 1 position
Technical Customer Service – 1 position

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Manager (one or more direct reports):

Compliance Supervisor – 1 position
Customer Service Manager – 1 position
Engineering Supervisor – 1 position
Key Account Manager – 1 position
Mgr, Finance & Admin – 1 position
Operations Manager – 1 position
President – 1 position
Production Supervisor – 1 position
QA Manager – 1 position
Sales Manager – 1 position

The process for separating employees is anticipated to occur as follows:

Thursday, September 10, 2009 – WARN notice is provided to all employees at the affected location (copy attached). A high-level overview of severance benefits will be provided and general questions will be answered.

Mid-October, 2009 – Mailing of materials highlighting new benefit programs

Late October – Presentation and sign-up for new benefit programs

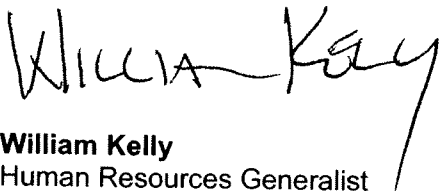
January 1, 2010 – Last day of employment for all SICK STEGMANN, Inc. employees in the Dayton, Ohio facility. Employees will receive regular pay through this date.

January 1, 2010 – New benefit programs take effect

January 15, 2010 – General severance is paid along with all accrued, unused Paid Time Off

We will work with your office to best mitigate the consequences to our employees. Closure, severance, benefit and related questions about relevant topics can be referred to me at the address on this letterhead.

Sincerely,



William Kelly
Human Resources Generalist

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