

# TIMKEN

Where You Turn

**Leon M. Bates**  
Manager, Human Resources and  
Organizational Development

October 15, 2009

Ohio Department of Job and Family Services  
Bureau of Workforce Services  
P.O. Box 1618  
4020 East 5th Avenue  
Columbus, Ohio 43216-1618

RECEIVED  
OHIO DEPARTMENT  
JOB & FAMILY SERVICES  
2009 OCT 22 A 8:23  
OFFICE OF  
WORKFORCE DEVELOPMENT

**Re: Notice of Job Reduction**

To Whom it May Concern:

The purpose of this letter is to notify you regarding the planned layoff of certain employees of The Timken Company due to the consolidation of the Bucyrus, Ohio and Spartanburg, South Carolina warehousing operations. We note that the Federal Worker Adjustment and Retraining Notification (WARN) Act (Public Law No. 100-379) in some instances requires and in other instances encourages the provision of notice to affected employees and specified governmental entities of a pending mass layoff, and this notice is being provided in that spirit.

The name and address of the employment site where the layoff will occur is as follows:

Timken Bucyrus Distribution Center  
2325 East Mansfield Street  
Bucyrus, OH 44820

The planned action is a permanent layoff.

The layoffs will occur between December 15, 2009 and December 31, 2010. Timken has a bearing plant at this same address. The Timken Bearing Plant is not being closed.

We enclose two lists.

The first list relates to hourly non-unionized employees and reflects the job titles of each of the positions that will be affected, and the number of individuals in those classifications who will be impacted by the anticipated layoff. Our non-unionized hourly employees do have bumping rights.

**The Timken Company**  
Mail Code: BUC-01  
2325 East Mansfield Street  
Box 391  
Bucyrus, OH 44820

Telephone: (419) 563-2298  
Facsimile: (419) 563-2233

leon.bates@timken.com

The remaining enclosed list relates to salaried non-unionized exempt and non-exempt employees, and reflects the job title of each of the positions that will be affected and the number of individuals in those classifications who will be impacted by the anticipated layoffs. These employees do not have bumping rights.

Notices are also being sent to:

Daniel F. Ross, Mayor  
City of Bucyrus  
844 Rogers Street  
Bucyrus, OH 44820

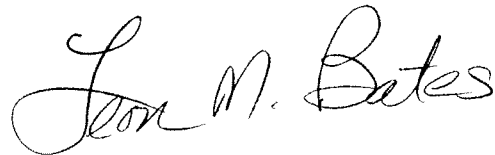
To the extent that the above actions constitute a covered event under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements comprised under the Act. By providing this confirmation, the Company does not concede that the Act applies or that notice is otherwise required.

The name, address, and telephone number of the Company official to contact for further information is as follows:

Jon A. Mazander  
2325 East Mansfield Street  
(419) 563-2340  
Fax: (419) 563-2233

The information in this notice is being provided based upon the best information available to the Company as of this date, and is being provided as promptly as practicable in light of the extraordinary business circumstances.

Sincerely,



The Timken Company  
Bucyrus Operations  
Bucyrus, OH  
WARN Notification

October 15, 2009

<u>Job Title</u>	<u>Number of Hourly Employees Affected</u>
ASSEMBLER	26
BANDER	9
BIN MATERIAL PROCESSOR	8
BULK MATERIAL PROCESSOR	12
CARTON PRINTER	6
CHECKER - INSPECTION	3
CHECKER GAUGES	2
CONE INSPECTOR	6
CONTROLLER	3
CUSTOM PACKAGER	76
CUSTOMER SERVICE ASSOCIATE-CUPS	9
DISTRIBUTION CENTER GRINDER	4
GENERAL MAINTENANCE MECHANIC A	4
HEAD CHECKER-GAUGES	1
HEAT TREAT CONTROL INSPECTOR	1
LIGHT AUTOMOTIVE AFTERMARKET PROCESSOR	12
LEAD MANUFACTURING ASSOCIATE-CONES	4
LEAD MANUFACTURING ASSOCIATE-CUP	8
LEAD MANUFACTURING ASSOCIATE-HEAT.TREAT.	3
MACHINE PACKAGER	12
MACHINE REPAIR MECHANIC A	1
MANUFACTURING ASSOCIATE-CONES	9
MANUFACTURING ASSOCIATE.-CUP	9
MANUFACTURING ASSOCIATE-HEAT TREAT	3
MATERIAL SUPPORT ASSOC-DISTRIBUTION CENTER	1
PACKER	20
RETURN MATERIAL PROCESSOR	1
SHIPPER	7

The Timken Company  
Bucyrus Operations  
Bucyrus, OH  
WARN Notification

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<u>Job Title</u>	<u>Number of Salaried Employees Affected</u>
ADMINISTRATIVE COORDINATOR	2
AREA LEADER DISTRIBUTION	6
AREA MANAGER-INVENTORY & OPERATIONS SUPPORT	1
DATA PROCESS COORDINATOR	3
DISTRIBUTION OPERATIONS ANALYST	1
DISTRIBUTION LEADER	4
DISTRIBUTION LEADER - SHIPPING & PROCESSES	1
DISTRIBUTION COORDINATOR	2
ELECTRICAL ENGINEER	1
FINANCIAL ANALYST	1
LOGISTICS COORDINATOR	5
MASTER SCHEDULER	1
OPERATIONS SUPPORT TECHNICIAN	1
PROGRAMMER / ANALYST	1
SECTION MANAGER - DISTRIBUTION PACKAGING	1
SECTION MANAGER-DISTRIBUTION SYSTEMS	1
SENIOR ADMINISTRATIVE COORDINATOR	1
SENIOR LOGISTICS COORDINATOR	1
SENIOR MECHANICAL ENGINEER	1
SENIOR QUALITY ANALYST	1
SENIOR SCHEDULER	2
SUPERVISOR-QUALITY ADVANCEMENT	1
SYSTEMS PROGRAMMER/ANALYST	3
TRAINING COORDINATOR	1

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