



Craig T. Dukes  
Vice President – Human Resources  
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February 26, 2010

Ms. Chong Anna Canfora  
Rapid Response Director  
Michigan DOL – Rapid Response Section  
P.O. Box 30004  
Lansing, Michigan  
48909

Ms. Canfora,

This letter is to give you notice pursuant to the Worker Adjustment and Retraining Notification Act, 29 USC Sections 2101-2109, (often referred to as "WARN") and the U.S. Department of Labor regulations under "WARN", 20 CFR, Title 20, Chapter V, Part 639, of a permanent plant closure of the plant located at 500 Packard Highway, Charlotte, Michigan, 48813. Notice is given on behalf of Owens-Illinois Inc, its affiliates and subsidiaries.

The plant will permanently cease operations at the end of business effective Friday, April 30, 2010, which is the expected date of separation for employees.

Presently the plant employs approximately 19 salaried and 142 hourly employees. All employees will be affected. There are no existing bumping rights for affected employees. Affected bargaining unit employees will retain their recall rights pursuant to the collective bargaining agreement.

Notice has been given to all of the affected employees, and to the exclusive bargaining representatives of the affected hourly employees. Notice is also being provided to the Mayor of Charlotte as required under 20 CFR Section 639.6 (d). A complete list of the affected positions, names of affected employees, and information regarding the bargaining unit representation is available through Mr. Al Martin, Plant Manager. Mr. Martin may be reached at (517) 543-9201. Any and all questions, comments or concerns should be directed to Mr. Martin's attention.

Sincerely,

Craig T. Dukes  
Vice President, Human Resources

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