

NOTICE

To: Chong-Anna Confora, Director  
Rapid Response Section  
Michigan Department of Labor & Economic Growth  
611 West Ottawa Street, 4<sup>th</sup> Floor  
P.O. Box 30004  
Lansing, MI 48909

From: Red Spot Paint & Varnish Co., Inc.  
1016 E. Columbia St.  
Evansville, IN 47710

Date: February 25, 2009

Pursuant to the Worker Adjustment and Retraining Notification Act ("WARN"), we regret to inform you that Red Spot Paint & Varnish Co., Inc. will terminate the employment of and permanently separate employees at its Red Spot Westland facility located at 550 South Edwin Street, Westland, MI 48186. Due to the economic downturn, the entire Automated Dispensing System, Milling and Shaded paint areas of Red Spot Westland operations will be relocated to Evansville, IN.

This action is expected to be permanent in nature. The employment terminations and permanent separations are expected to commence on April 26, 2009.

The number of workers who hold affected jobs in each job classification, the job titles of the affected positions, and schedule of separations are as shown on Exhibit "A" which is attached and made a part of this notice.

Also, please note that Exhibit "B" which is attached and made a part of this notice includes the numbers and job titles of union-represented employees who are also affected by this action and who are already on layoff (and who had recall rights associated with such prior layoffs).

Bumping rights exist for affected union-represented employees and such employees will be affected in accordance with the provisions of the collective bargaining agreement. Non-union employees have no bumping rights. Severance will be issued in accordance with collective bargaining agreement.

The union representatives of the affected union-represented employees are:

UAW, West Side Local 174  
29841 Van Born Road  
Romulus, MI 48174

**RECEIVED**

FEB 26 2009

RAPID RESPONSE  
WORKFORCE PROGRAMS

Ron Gettlefinger, UAW International President  
Solidarity House  
8000 East Jefferson Avenue  
Detroit, Michigan 48214

John Uram, International Representative  
Region 1-A, UAW  
9650 Telegraph Rd.  
Taylor, MI 48180

Rory Gamble, Director  
Region 1-A, UAW  
9650 Telegraph Road  
Taylor, MI 48180

~~Doug Grima~~, President  
West Side Local 174  
29841 Van Born Road  
Romulus, MI 48174

734-728-7600  
x 17

For further information regarding this action, please contact Emilee Hille, Corporate Director of Human Resources at (812) 428-9100 ext. 1204

**Exhibit A**

**Non-Bargaining Unit Employees affected:**

<b>Number</b>	<b>Position</b>	<b>Date of Terminations/Permanent Separation</b>
1	Assistant Plant Manager	4/26/09
2	Lead Supervisor	4/26/09
1	Management Trainee	4/26/09
1	Production Scheduler	4/26/09
1	Shipping/Receiving Manager	4/26/09
1	Material Coordinator/Group Leader Shipping	4/26/09
1	Material Coordinator/Group Leader Receiving	4/26/09
1	Materials Clerk	4/26/09
1	WS Process Engineer	4/26/09
2	QC Shader	4/26/09
1	Customer Advocate	4/26/09
1	INQC Lab Coordinator	4/26/09
1	HR Manager	4/26/09

**Bargaining Unit Employees affected:**

<b>Number</b>	<b>Position</b>	<b>Date of Permanent Separation</b>
4	Process Tech I	4/26/09
2	Utility	4/26/09
14	Process Tech II	4/26/09
1	Small Batch	4/26/09
2	Hi-Lo Driver	4/26/09
1	Maintenance	4/26/09

**Exhibit B**

Additional Employees affected by this action who are currently on layoff from the bargaining unit prior to 2/25/09

<b>Number</b>	<b>Position</b>	<b>Date of Previous Layoff</b>	<b>Date of Permanent Separation</b>
3	Process Tech II	1/12/09	4/26/09
1	Process Tech I	1/12/09	4/26/09
2	Utility	1/12/09	4/26/09

*1/12/09*

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MAY 18 2009

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RAPID RESPONSE  
WORKFORCE PROGRAMS

From: Red Spot Paint & Varnish Co., Inc.  
1016 E. Columbia St.  
Evansville, IN 47710

Date: May 13, 2009

RE: Revised revision to WARN Document sent on Feb. 25, 2009 in Exhibit A of Non-Bargaining Unit Employees

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**Exhibit A**

**Non-Bargaining Unit Employees affected:**

<b>Number</b>	<b>Position</b>	<b>Date of Terminations/Permanent Separation</b>
1	Plant Production Manager	5/13/09
1	Technical Sales Representative	5/7/09
1	Assistant Plant Manager	4/26/09
2	Lead Supervisor	4/26/09
1	Management Trainee	4/26/09
1	Production Scheduler	4/26/09
1	Shipping/Receiving Manager	4/26/09
1	Material Coordinator/Group Leader Shipping	4/26/09
1	Material Coordinator/Group Leader Receiving	4/26/09
1	Materials Clerk	4/26/09
1	WS Process Engineer	4/26/09
2	QC Shader	4/26/09
1	Customer Advocate	4/26/09
1	INQC Lab Coordinator	4/26/09
1	HR Manager	4/26/09

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1	Maintenance	4/26/09

### Exhibit B

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<b>Number</b>	<b>Position</b>	<b>Date of Previous Layoff</b>	<b>Date of Permanent Separation</b>
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