

WARN Notice – State/Local Officials

To: ChongAnna Canfora
Michigan Dept. of Labor and Economic Growth, Bureau of Workforce Programs
Workforce Transition Division, Rapid Response Section,
201 North Washington Square, 5th Floor
Lansing, MI 48913

Date: March 30, 2009

Re: Sun Microsystems, Inc. Reduction In Force & WARN Notification

This memorandum shall serve to notify you that Sun Microsystems, Inc. will be implementing a reduction in force which may constitute a mass layoff or plant closing as defined by the federal Worker Adjustment and Retraining Notification ("WARN") Act or by any state notification statute of a state with an affected site. Sun has announced the need to reduce overall spending in its fiscal year 2009, including a reduction in headcount. Sun has identified and continues to identify which employees will be impacted. Based on the best information available to Sun at this time, Sun expects to release employees throughout the United States between May 30, 2009 and June 13, 2009, with the majority of terminations occurring on May 30, 2009. At this time Sun has preliminary information that additional employees will be terminated sometime between July 27, 2009 and August 10, 2009. Notice is being given to affected employees to ensure that each has received at least 60 days notice of termination.

The "WARN Data" attached hereto indicates the sites and updated number of employees who were/will be terminated between March 23, 2009 and April 6, 2009, in connection with a prior reduction, and the sites and number of employees to be terminated between May 30, 2009 and June 13, 2009. The information contained in this notice is the most current information at this time and supersedes any prior forecasts reported in any earlier notices. This information may change due to subsequent events beyond our control and as additional business units continue to assess their needs. For example, Sun expects that some affected employees may find alternate employment in another Sun organization before their employment termination date. Affected employees that are currently on approved family, medical or pregnancy/disability leaves of absence may elect to terminate employment before or at the end of their leaves.

Sun provides 60 days pay and other benefits pursuant to law. Sun expects that the reductions will be permanent. Bumping rights do not exist.

If you wish to contact someone regarding career transition services please contact Betty Barnhill at Right Management Consultants:

Right Management Consultants
5300 Stevens Creek Blvd.
San Jose, CA 95129
Tel. (888) 440-4844

As authorized by 20 C.F.R. Sec. 639.7(e), which is incorporated by reference in California Labor Code sec. 1401(b), information regarding the number of affected employees by job title and information updates may be obtained by contacting Kim Booker:

Human Resources
Sun Microsystems, Inc.
M/S USCA 16-150
4160 Network Circle
Santa Clara, CA 95054
Tel. (415) 226-3396



Sun Microsystems, Inc.
4120 Network Circle
Santa Clara, CA 95054

WARN DATA
Sun Microsystems, Inc.
 (Last Updated March 30, 2009)

| Affected Sites | Updated Number of Employees Terminated / to be Terminated between March 23, 2009 & April 6, 2009 | Number of Employees to be Terminated between May 30, 2009 & June 13, 2009 |
|---|--|---|
| <u>Sun's Birmingham Site</u> 600 University Park Place, Ste. 175 Birmingham, AL 35209 | | 8 |
| <u>Sun's Huntsville Site</u> 7027 Madison Pike, Ste. 108 Huntsville, AL 35806 | | 2 |
| <u>Sun's Mobile Site</u> Colonial Bank Centre 41 North Beltline Highway, Ste. 450 Mobile, AL 36616 | | 1 |
| <u>Sun's Little Rock Site</u> 17300 Chenal Parkway, Ste. 330 Little Rock, AR 72201 | | 1 |
| <u>Sun's Phoenix Site</u> 2398 East Camelback Rd., Ste. 950 Phoenix, AZ 85016 | 1 | 18 |
| <u>Sun's Tucson Site</u> 1790 East River Rd., Ste. 213 Tucson, AZ 85718 | | 1 |
| <u>Sun's El Segundo Site</u> 222 N. Sepulveda Blvd. Floors 9 & 10 El Segundo, CA 90245 | | 19 |
| <u>Sun's Fullerton Site</u> 2320 Valencia Dr. Fullerton, CA 92831 | | 1 |
| <u>Sun's Irvine Sites</u> <u>IRV 02:</u> 2020 Main Street, Ste. 1100 & 1200 Irvine, CA 92614 <u>IRV03:</u> 17571 Von Karman Ave Irvine, CA 92614 | 3 (IRV03) | 19 (IRV02) |
| <u>Sun's Menlo Park Campus Sites</u> <u>MPK10-18:</u> 10-18 Network Cir. Menlo Park, CA 94025 <u>MPK24:</u> 260 Constitution Menlo Park, CA 94025 | 261 (MPK10-18)* 3 (MPK 24) 2 (MPK 25) | 77 (MPK10-18) |

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|--|--|---|
| <u>Sun's Monrovia Campus Site</u> 800 Royal Oaks Monrovia, CA 91016-6347 | 80 | 5 |
| <u>Sun's Pleasanton Site</u> 3875 Hopyard Rd. Pleasanton, CA 94588 | 4 | 21 |
| <u>Sun's Sacramento Site</u> 8880 Cal Center Dr., Ste. 200 Sacramento, CA 95826 | 1* | 11 |
| <u>Sun's San Diego Sites</u> <u>SAN09:</u> 9525 Towne Centre Dr. San Diego, CA 92121 <u>SAN10:</u> 9515 Towne Centre Dr. San Diego, CA 92121 | 21 (SAN09) 8 (SAN10) | 2 (SAN09) 13 (SAN10) |
| <u>Sun's San Francisco Site</u> 500 Howard St. San Francisco, CA 94105 | 10* | 13 |
| <u>Sun's Santa Clara Campus Sites</u> <u>SCA04:</u> 4040 Palm Dr. Santa Clara, CA 95054 <u>SCA06:</u> 4060 George Sellon Cir. Santa Clara, CA 95054 <u>SCA11-22:</u> 4110-4220 Network Cir. Santa Clara, CA 95054 | 2 (SCA06) 171 (SCA11-22)* | 23 (SCA04) 70 (SCA11-22) |
| <u>Sun's Sunnyvale Site</u> 324 N. Mary Ave. Sunnyvale, CA 94085 | 3 | 5 |
| <u>Sun's Universal City Site</u> 10 Universal City Plaza, 21 st Floor Universal City, CA 91608 | | 17 |
| <u>Sun's Broomfield Site</u> 500 Eldorado Blvd., Bldgs 1-7 Broomfield, CO 80021 | 161* | 130 |
| <u>Sun's Colorado Springs Site</u> Tech Center VI 5575 Tech Center Dr., Ste. 200 Colorado Springs, CO 80919 | 2 | |
| <u>Sun's Louisville, CO Site</u> 1 StorageTek Dr., Bldgs 1-9 Louisville, CO 80124 | 34* | 7 |

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|---|--|---|
| <u>Sun's Lonetree Site</u> 9285 Teddy Lane, Ste. 115 Lone Tree, CO 80124 | | 1 |
| <u>Sun's East Hartford Site</u> 333 East River Dr., Third Floor East Hartford, CT 06108 | | 17 |
| <u>Sun's Stamford Site</u> 281 Tresser Blvd., 12 th Floor 2 Stamford Plaza Stamford, CT 06901 | | 10 |
| <u>Sun's Fort Lauderdale Site</u> 550 West Cypress Creek Rd., Ste. 500 Fort Lauderdale, FL 33309 | 2 | 9 |
| <u>Sun's Jacksonville Site</u> 7785 Baymeadows Way, Ste. 100 Jacksonville, FL 32256 | | 3 |
| <u>Sun's Orlando Site</u> 3501 Quadrangle Blvd., Ste. 150 Orlando, FL 32817 | | 12 |
| <u>Sun's Tallahassee Site</u> 2039 Centre Point Blvd., Ste. 204 Tallahassee, FL 32308 | | 1 |
| <u>Sun's Tampa Site</u> 3000 Bayport Drive, Ste. 850 Tampa, FL 33607 | | 9 |
| <u>Sun's Alpharetta Site</u> 3655 North Point Pkwy. 5th & 6th Floors Alpharetta, GA 30005 | 1 | 36 |
| <u>Sun's Norcross Site</u> 5390 Triangle Parkway, Ste. 300 Norcross, GA 30092 | 5 | 1 |
| <u>Sun's Honolulu Site</u> 1132 Bishop Street, Ste. 2105 Honolulu, HI 96813 | | 1 |
| <u>Sun's Des Moines Site</u> 1200 35 th Street, Ste. 206, 15, 16, 17, 20 West Des Moines, IA 50266 | | 5 |
| <u>Sun's Boise Site</u> Ninth & Idaho Bldg., Ste. 520 Boise, IA 83702 | 1 | 2 |
| <u>Sun's Champaign Site</u> 701 Devonshire Drive, Bldg. C, Ste. 115, 119 Champaign, IL 61820 | | 1 |
| <u>Sun's Chicago Site</u> 190 S. Lasalle St., 14 th Floor Chicago, IL 60603 | | 26 |

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|--|--|---|
| Sun's Itasca Site Two Pierce Place, Floors 15 & 17 Itasca, IL 60143 | 7 | 22 |
| Sun's Naperville Site 2000 Lucent Lane #41226 2000 Naperville Rd. Naperville, IL 60566 | | 1 |
| Sun's Rockford Site 129 S. Phelps Avenue, Ste. 338 Rockford, IL 61108 | | 1 |
| Sun's Indianapolis Site 8900 Keystone Crossing, Ste. 750 Indianapolis, IN 46240 | | 7 |
| Sun's Overland Park Site 7500 College Blvd., Ste. 600 Overland Park, KS 66210 | | 15 |
| Sun's Topeka Site 231 SE 53 rd Ste. B Topeka, KS 66609 | | 1 |
| Sun's Louisville KY Site 462 South Fourth Ave., Ste. 1780 Louisville, KY 40202 | | 2 |
| Sun's Burlington Sites <u>BUR01:</u> 45 Network Dr. Burlington, MA 01803 <u>BUR02:</u> 35 Network Dr. Burlington, MA 01803 <u>BUR03:</u> 95 Network Dr. Burlington, MA 01803 <u>BUR04:</u> 75 Network Dr. Burlington, MA 01803 | 19 (BUR01)* 16 (BUR02)* 38 (BUR03)* 2 (BUR04) | 44 (BUR01) 16 (BUR02) 14 (BUR04) |
| Sun's Marlborough Site 46 Lizotte Dr. Marlborough, MA 01754 | | 1 |
| Sun's Annapolis Junction Site 306 Sentinel Dr. Annapolis Junction, MD 20701 | | 21 |
| Sun's Columbia Site 6750 Alexander Bell Dr., Ste. 300 Columbia, MD 21045 | | 23 |

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| <u>Sun's Southfield Site</u> 1000 Town Center, Ste. 200, 1700 & 2400 Southfield, MI 48075 | 1 | 34 |
| <u>Sun's Bloomington Site</u> 7760 France Ave., Ste. 950 Bloomington, MN 55435 | 3 | 12 |
| <u>Sun's Eagan Site</u> 1270 Eagan Industrial Rd., Ste. 160 Eagan, MN 55121 | 1 | |
| <u>Sun's Minneapolis Site</u> 33 South Sixth St., 41 st Floor Minneapolis, MN 55402 | | 7 |
| <u>Sun's St. Louis Site</u> 622 Emerson Road Ste. 300-310 St. Louis, MO 63141 | | 13 |
| <u>Sun's Cary Site</u> 1225 Crescent Green, Ste. 125 Cary, NC 27518-8106 | 2 | 14 |
| <u>Sun's Charlotte Sites</u> <u>CLT04:</u> 9014 Research Dr. Charlotte, NC 28262 <u>CLT07:</u> 10925 David Taylor Dr., Ste. 320 Charlotte, NC 28262 | 1 (CLT07) | 1 (CLT04) 11 (CLT07) |
| <u>Sun's Omaha Site</u> Executive Center 11516 Miracle Hills Dr. Omaha, NE 68154 | | 3 |
| <u>Sun's Nashua Site</u> 1617 Southwood Dr. Nashua, NH 03063 | 11* | |
| <u>Sun's Mont Laurel Site</u> 6000 Midlantic Dr., Ste. 102 North Mont Laurel, NJ 08054 | | 7 |
| <u>Sun's Somerset Site</u> 400 Atrium Dr., 1 st & 2 nd Floors Somerset, NJ 08873 | 3* | 53 |
| <u>Sun's Albuquerque Site</u> 6565 Americas Parkway, N.E., Ste. 830 Albuquerque, NM 87110 | 1 | 4 |
| <u>Sun's Cohoes Site</u> 621 Columbia St. Cohoes, NY 12047 | | 1 |

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| <u>Sun's Fairport Site</u> 345 Woodcliff Dr. Fairport, NY 14450 | 1 | 15 |
| <u>Sun's New York Site</u> 101 Park Avenue, 3rd & 4th floor New York, NY 10178 | 2 | 48 |
| <u>Sun's Cincinnati Site</u> 8044 Montgomery Rd. Bank One Towers, Ste. 240 Cincinnati, OH 45236 | | 14 |
| <u>Sun's Columbus Site</u> 495 S. High Street #200 Columbus, OH 43215 | | 9 |
| <u>Sun's Fairborn Site</u> 3000 Presidential Dr., Ste. 340 Fairborn, OH 45324 | | 2 |
| <u>Sun's Independence Site</u> 2 Summit Park Dr., Ste. 530 & 540 Independence, OH 44131 | | 9 |
| <u>Sun's Tulsa Site</u> 7633 E. 63 rd Place, Ste. 300 Tulsa, OK 74133 | | 3 |
| <u>Sun's Hillsboro Sites</u> <u>PRD08:</u> 3380 NW 215th Ave. Hillsboro, OR 97124 <u>PRD09:</u> 3295 NW 211 th Terrace Hillsboro, OR 97124 | 8 (PRD09) | 1 (PRD08) 10 (PRD09) |
| <u>Sun's King of Prussia Site</u> 610 Freedom Business Center, Ste. 300 King of Prussia, PA 19406 | | 24 |
| <u>Sun's Lemoyne Site</u> 645 N. 12 th Street Lemoyne, PA 17043 | | 4 |
| <u>Sun's Pittsburgh Site</u> 5500 Corporate Drive, Ste. 350 Pittsburgh, PA 15237 | | 8 |
| <u>Sun's Brentwood Site</u> 1 Maryland Farms, Ste. 100 Brentwood, TN 37027 | | 4 |
| <u>Sun's Cordova Site</u> 57 Germantown Ct., Ste. 104 Cordova, TN 38018 | | 3 |

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|---|---|--|
| <u>Sun's Austin Site</u> 5300 Riata Park Ct., Bldgs. A-C Austin, TX 78727 | 15 | 11 |
| <u>Sun's Dallas Site</u> Tollway Plaza 16000 Dallas Parkway, Floors 5-8 Dallas, TX 75248 | 4 | 63 |
| <u>Sun's Houston Site</u> 3 Greenway Plaza, Ste. 1500 Houston, TX 77046 | | 27 |
| <u>Sun's San Antonio Site</u> 13750 US 281 North, Ste. 270 San Antonio, TX 78232 | | 5 |
| <u>Sun's Midvale Site</u> 7090 South Union Park Ave., Ste. 520 Midvale, UT 84047 | | 7 |
| <u>Sun's Ashburn Site</u> 20098 Ashbrook Place Ashburn, VA 20147 | | 5 |
| <u>Sun's Glen Allen Site</u> 4870 Sadler Road, Ste. 101 Glen Allen, VA 23060 | | 6 |
| <u>Sun's Hampton Site</u> Six Manhattan Square, Ste. 205 Hampton, VA 23666 | | 3 |
| <u>Sun's McLean Site</u> 7900 Westpark Dr. McLean, VA 22102 | 1 | 57 |
| <u>Sun's Bellevue Site</u> 15395 SE 30 th Place, Ste. 120 & 220 Bellevue, WA 98007 | 3 | 24 |
| <u>Sun's Waukesha Site</u> N16 W23217 Stone Ridge Dr., #300 Waukesha, WI 53188 | 2 | 10 |

- * **Notes:** The following employees will have termination dates after the two week period of March 23, 2009 to April 6, 2009:
- Menlo Park, CA: April 7, 2009 (1 employee), April 22, 2009 (1 employee), May 29, 2009 (1 employee), June 2, 2009 (2 employees), June 14, 2009 (1 employee), July 31, 2009 (1 employee), October 6, 2009 (1 employee), November 8, 2009 (1 employee), November 15, 2009 (1 employee)
 - Sacramento, CA: April 7, 2009 (1 employee)
 - San Francisco, CA: May 30, 2009 (1 employee)
 - Santa Clara, CA: August 4, 2009 (3 employees), September 14, 2009 (1 employee)
 - Broomfield, CO: April 7, 2009 (1 employee), May 30, 2009 (3 employees), June 2, 2009 (1 employee), July 30, 2009 (1 employee), August 29, 2009 (2 employees)
 - Louisville, CO: May 30, 2009 (3 employees)
 - Burlington, MA: April 7, 2009 (1 employee), May 30, 2009 (1 employee), December 1, 2009 (1 employee)
 - Nashua, NH: September 29, 2009 (1 employee)
 - Somerset, NJ: June 2, 2009 (1 employee)