

Heraeus

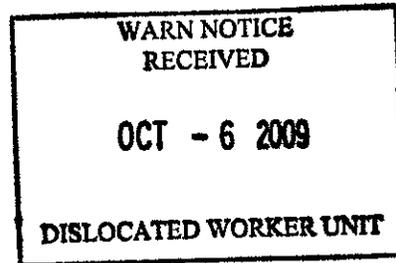
Heraeus Electro-Nite Co., LLC.
One Summit Square
1st Floor, Suite 100
Langhorne, PA 19047

Heraeus Electro-Nite Co., LLC., One Summit Square-1st Floor, Suite 100-Langhorne, PA 19047

Phone: (215) 944-9000
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October 6, 2009

Ms. Jennifer Long
Indiana Department of Workforce Development
10 North Senate Avenue
Indianapolis, IN 46204



RE: Notice of Mass Layoff

Dear Ms. Long:

This notice is being provided pursuant to the regulations of the Worker Adjustment and Retraining Notification (WARN) Act of 1988, which requires affected employers to provide notice to certain government units or officials of a pending mass layoff or permanent closure. Heraeus Electro-Nite Co., LLC hereby gives notice of its intent to permanently cease all manufacturing operations at its Peru, Indiana facility located at 1025 Industrial Highway, Peru, IN 46970.

As required by WARN, we provide you with the following information:

- The name and address of the affected site is the Heraeus Electro-Nite Co., LLC facility, 1025 Industrial Highway, Peru, Indiana 46970. The name and address of the Company official to contact for further information is Terry Corcoran, Director of Human Resources, Heraeus Electro-Nite Co., LLC, One Summit Square, Suite 100, Langhorne, PA 19047, (215) 944-9000.
- The planned action is permanent and the manufacturing area of the facility will cease all operations. The Company expects to retain some administrative, engineering and warehousing staff.
- The expected date of the first termination is December 7, 2009. All manufacturing employees will be terminated by December 18, 2009.
- A list of the job titles of the positions affected and the number of affected employees in each position is attached hereto.
- No bumping rights exist.

Additionally, we provide you with the following information:

- The nature of the affected establishment is a manufacturing and distribution facility.



- The establishment is being closed as part of a consolidation of operations due to excess capacity.
- The total number of affected employees is 79 (including salaried, hourly and temporary employees).
- The Company is offering a very limited number of the affected employees the opportunity to relocate to other Company facilities and/or the opportunity to work for the Company for a limited period of time following the closing to assist in the consolidation. The Company will offer career transition programs and information sessions at or around the facility over the next 60 days or shortly after the cessation of manufacturing operations.

We are available to discuss this matter further at your convenience.

Very truly yours,



Michael G. Midash
President

Exhibit 1

Job Title	Number of Positions
Assembler	18
CS-ENT Line Leader	5
CS-ENT Operator	10
Janitor	1
Large Line Leader	6
Maintenance Technician	5
Material Handler	3
Quality Auditor	3
Quality Control Technician	1
Quik Cup Line Leader	1
Quik Cup Operator	3
Sandmold Line Leader	1
Small Line Leader	6
Tube Winder Line Leader	1
Tubewinding Operator	2
Cost Accountant	1
Facilities Engineer	1
Human Resources Manager	1
Manufacturing Engineer	2
Plant Manager	1
Production Supervisor	5
Quality Assurance Manager	1
Shipping-Receiving Supervisor	1
Total Heraeus Electro-Nite Co., LLC	79
Temporary Labor Employees of Kelly Services, Inc.	30
Total	109