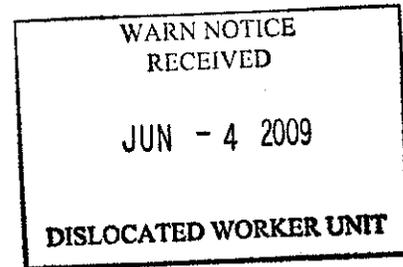


**NOTICE PURSUANT TO THE
WORKER ADJUSTMENT AND RETRAINING NOTIFICATION ACT**

To: Ms. Jennifer Long
Indiana Department of Workforce Development
10 North Senate Avenue
Indianapolis, IN 46204
Fax No. (317) 233-6081

Mr. Dick Moore, Mayor
Municipal Building
229 S. Second Street
Elkhart, IN 46516
Fax No. (574) 293-7964



From: Joseph McPhilamy
Director, Human Resources
Philips Products, Inc.
3221 Magnum Drive
P.O. Box 2327
Elkhart, IN 46515

Date: June 3, 2009

Dear Ms. Long and Mr. Moore:

We regret to inform you that on August 5, 2009, Philips Products, Inc. will permanently lay off and terminate the employment of its employees at its division headquarters and production facility located at 3221 Magnum Drive, Elkhart, IN 46516 (collectively, the "Plant"). The entire Plant will be closed commencing on August 5, 2009 (or on a date during the 13-day period immediately following August 5, 2009). This action is expected to be permanent in nature.

This action will affect all hourly and salaried employees in the Plant. With respect to this employment action, the job titles of all affected positions, the total number of affected actively working employees (including part-time employees) currently in each job classification who are affected, and currently known separation dates are shown on the attached Schedule "A".

As shown on Schedule "A", most of the affected employees will be separated on August 5, 2009 (or on a date during the 13-day period immediately following August 5, 2009). Furthermore, the separation schedule for those employees in the Plant who are shown as not currently having a separation date is currently being worked through. All of those remaining employees will be separated on dates after August 5, 2009 and all of those employees and your office will also receive a 60-day advance written notice of their separations.

A separate schedule (Schedule "B") listing the job titles and number of previously laid off employees (who retained an opportunity for recall since their prior layoffs under Philips Products' employee handbook) and who are also affected by this plant closing action is attached as well. All attached schedules are made a part of this Notice.

There is no Union representative of the affected employees. There are no bumping or transfer rights with respect to this action. Questions concerning this permanent action should be directed to Joseph G. McPhilamy, Director Human Resources, Philips Products, Inc., 3221 Magnum Drive, Elkhart, IN 46515; tel. no. (574) 296-0009.

Schedule "A" - Elkhart, IN
Listing Information About Active Employees Who Will Be Separated

Job Title	No. of Employees	Date of Employment Termination/Permanent Layoff*
Bender	1	August 4, 2009
CNC/PLC Operator	9	August 4, 2009
Cnmr. Butyl Operator	1	August 4, 2009
Glasscutter	1	August 4, 2009
Local Driver	2	August 4, 2009
Local Driver	2	To Be Determined
Mach Tech.-Train	1	To Be Determined
Machine & Tool Technician	2	To Be Determined
Maintenance Helper	1	To Be Determined
Material Handler	25	August 4, 2009
OTR Driver	5	August 4, 2009
OTR Driver	2	To Be Determined
Production Worker	59	August 4, 2009
Quality Technician	3	August 4, 2009
Receiver	8	August 4, 2009
SGL-(Grdfthr)L/G II	1	August 4, 2009
SGL-L/GII	10	August 4, 2009
SGL-Machine & Tool Tech	1	To Be Determined
SGL-Shipping	1	August 4, 2009
Welder	1	August 4, 2009
Shipper	9	August 4, 2009
Administration Manager	1	August 4, 2009
Customer Service Coordinator	1	August 4, 2009
Fleet Manager	1	To Be Determined
General Clerk A	1	August 4, 2009
H.R. Administrator	2	August 4, 2009
H/R Manager	1	To Be Determined
Lean Coordinator	1	August 4, 2009
Materials Manager	1	August 4, 2009
Order Entry Clerk	3	August 4, 2009
Plant Manager	1	To Be Determined
Prod. Supervisor	3	August 4, 2009
Prod. Supervisor	2	To Be Determined
Production Scheduler	2	August 4, 2009
Q. A. Manager	1	August 4, 2009
Shipping Supervisor	1	To Be Determined
Accounting Clerk	2	August 4, 2009
Admin. Asst.	1	To Be Determined
Application Analyst	1	August 4, 2009
Bldg. Maintenance	2	To Be Determined
Comp & Benefits Admin	1	To Be Determined
Cost Actg. Supervisor	1	August 4, 2009
Credit Administrator	1	August 4, 2009
Credit Analyst	1	August 4, 2009

Schedule "A" - Elkhart, IN
Listing Information About Active Employees Who Will Be Separated

Job Title	No. of Employees	Date of Employment Termination/Permanent Layoff*
Credit Analyst	1	To Be Determined
Credit Manager	1	To Be Determined
Director-Quality Assurance	1	To Be Determined
Director of Human Resource	1	To Be Determined
Director of Operators	1	To Be Determined
Engineering Tech	1	August 4, 2009
Engr Admin Assistant	1	August 4, 2009
Engr. Test Technician	1	August 4, 2009
Field Service Tech	7	August 4, 2009
General Accountant	2	To Be Determined
General Clerk-B	1	August 4, 2009
Lean Coordinator	1	August 4, 2009
Manufacturing Engineer	1	To Be Determined
Material Manager	1	To Be Determined
Mfg.Engineer Manager	1	To Be Determined
Mfg.Engineering Technician	1	To Be Determined
MIS Manager	1	To Be Determined
MIS Operations Supv.	1	August 4, 2009
MIS Tech Svcs. Supv.	1	To Be Determined
Mktg/Sales Suppt Clerk-MH/RV	1	August 4, 2009
Mktg/Sales Suppt Clerk-RES	2	August 4, 2009
National Sales Mgr.-MH/RV	1	To Be Determined
National Service Manager	1	To Be Determined
Operations Manager	1	To Be Determined
P.C. Specialist	1	August 4, 2009
Payroll Clerk	1	To Be Determined
PCM Systems Manager	1	August 4, 2009
President	1	To Be Determined
Pricing Administrator-Res	1	August 4, 2009
Product Data Base Coordinator	2	August 4, 2009
Product Engineer	2	August 4, 2009
Product Manager-Res	1	August 4, 2009
Project Engineering Mgr.	1	To Be Determined
Purchasing Agent	1	To Be Determined
Reg Sales Mgr.-Res	2	August 4, 2009
Regional Sales Manager-MH/RV	2	August 4, 2009
Sales & Mkt. Adm.-Res	2	August 4, 2009
Sales Engineer-MH/RV	3	August 4, 2009
Sales Engineer-Res	7	August 4, 2009
Snr.Systems Analyst/Programmer	1	August 4, 2009
Special Projects Manager	1	To Be Determined
Test & compliance Engineer	1	August 4, 2009
Tool Specialist	2	To Be Determined
Tooling Manager	1	To Be Determined
VP Engineering	1	To Be Determined

Schedule "A" - Elkhart, IN
Listing Information About Active Employees Who Will Be Separated

<u>Job Title</u>	<u>No. of Employees</u>	<u>Date of Employment Termination/Permanent Layoff*</u>
VP Sales & Marketing - Res	1	To Be Determined
VP/Controller	1	To Be Determined
Warranty Administrator	1	To Be Determined
Warranty Service Rep	2	To Be Determined
Total	249	

* (or on a date within the 13-day period immediately following the date of employment termination/permanent layoff).

Schedule "B" - Elkhart, IN
Listing Information About Previously Laid Off Employees Whose
Recall Opportunities Will Be Terminated

<u>Job Title</u>	<u>No. of Employees</u>	<u>Date of Termination of Recall Opportunity</u>
Production Worker	32	August 4 ,2009
SLG - L/G	1	August 4 ,2009
Shipper	1	August 4 ,2009
Total	34	