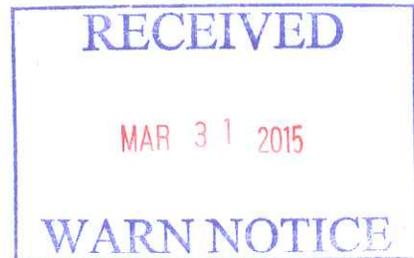




March 30, 2015

warn-notice@dwd.in.gov

Indiana Department of Workforce Development
Dislocated Worker Unit
10 North Senate Avenue
Indianapolis, IN 46204



Dear Rapid Response Team:

This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) in order to notify you that Symmetry Medical Manufacturing, Inc., a Tecomet Company, is permanently closing its facility located at 200 Progress Way West; Avilla, IN 46710 in its entirety, effective December 30, 2015. This will result in the layoff of 129 employees. Our closure process will consist of three waves of employee separations, the first wave (Wave 1) to take place between June 15, 2015 and June 30, 2015; the second wave (Wave 2) to take place between September 15, 2015 and September 30, 2015, and the third wave (Wave 3) to take place between December 15, 2015 and December 30, 2015. For each wave, we have enclosed a list of positions affected and the number of employees in those positions. Note that we have offered incentives to certain employees to stay employed with the Company until their separation date and have offered employees transfers where possible.

The decision came after careful deliberation and review of the current financial performance, capabilities, space, and machine capacity utilization. The decision was made in conjunction with the decision to close a second plant outside the state in Avilla, IN. The New Bedford plant, like the Avilla plant, has consistently struggled to make a profit. By transferring the work from the two facilities to other Tecomet manufacturing locations, we believe we can improve quality, delivery times, profitability and overall value to our customers. Although we expect the results of the decision will be positive for our customers and the Company, the decision was not made lightly as we know it will mean that we must part ways with the majority of our valued employees in this location. We are looking forward to working with you to help our affected Avilla employees.

Affected employees have been notified on March 30, 2015.

Symmetry Medical Manufacturing, Inc. is not part of a union and bumping rights do not exist.

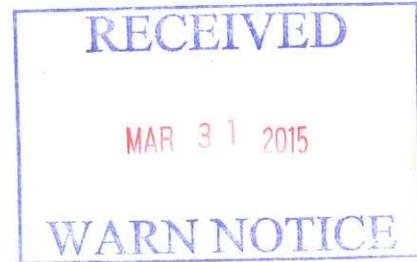
Our local company point-of-contact is Holly Pfeiffer, Human Resources Manager at 260-897-4722.

TECOMET®

Bill Dow
Chief Executive Officer
Tecomet

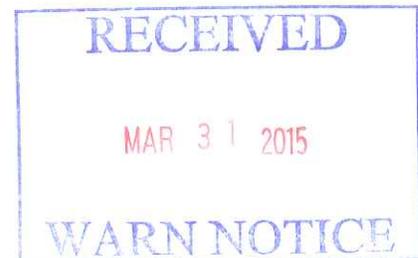
Copy to:
Avilla, Town Counsel (Care of: Paul Shepherd)

2447063_1/1496-89



TECOMET®

Job Title	Count
AC MANAGER	1
AC ING CLERK	1
ADMIN ASSISTANT CFT	1
ASSEMBLER	2
CLEANER	3
CUSTOMER SERVICE REP	1
DCMNT CTRL PAYROLL COORD	1
DEBURRER	2
DRIVER	2
ENGINEER ADVANCED MFG	2
ENVIRONMENTAL MGMT SYS CDR	1
GENERAL MANAGER	1
HUMAN RESOURCES MANAGER	1
KITTER ASSOCIATE	1
LASER ETCH TECHNICIAN	2
MACHINIST	26
MACHINIST 2	4
MACHINIST 3	1
MAINTENANCE TECHNICIAN	1
MANUFACTURING ASSOCIATE	17
MANUFACTURING ENGINEER	1
MATERIAL ASSOCIATE	2
METAL FINISHER	5
METROLOGY TECHNICIAN	5
MGR CUSTOMER FOCUS	1
MGR ENGINEERING	1
MGR MATERIALS	1
MGR OPERATIONS	1
PACKAGER	2
PLANNER	2
PROCESS ENGINEER	2
PROCESS ENGINEER TECH	2
PROCESS MGMT SCHEDULE CORD	1
QUALITY & REGULATORY ENG	2
QUALITY ASSURANCE AUDITOR	7
QUALITY ENGINEERING TECH	2
QUALITY INSPECTOR FPI	1
RECEPTIONIST	1
REGULATORY COMP ENG VALID	1



TECOMET®

SUPV MAINTENANCE	1
SUPV PLANNING	1
SUPV PRODUCTION	5
SUPV QUALITY ASSURANCE	1
SUPV SHARED SERVICES	1
TEAM LEADER PRODUCTION	6
TOOL MAKER	2
WELDER	1

