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From the office of: Tracey Mellenthin  
Vice President of Human Resources  
Weir Oil & Gas, Pressure Pumping

Excellent  
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January 15, 2013

**VIA FEDERAL EXPRESS**

Mr. Jerry Langley  
Beaufort County Board of Commissioners, Chairman  
121 W. 3<sup>rd</sup> Street  
Washington, NC 27889

Re: WARN Notification

Dear Mr. Langley:

This letter is being issued in accordance with the Worker Adjustment and Retraining Notification Act (WARN) to notify you that a "plant closure" will occur with regard to the Weir SPM operations located at 339 Old Bath Highway, Washington, NC 27889. The plant closure will occur on March 19, 2013 (or within twelve days after that date). The entire plant will be closed, and the closure is expected to be permanent. There are no "bumping" rights.

The list below indicates the job titles and the number of employees within each job title that will be affected.

Job Title	Number of Terminated Employees
Buyer III	1
Cell Leader III	1
Engineer I, Industrial	1
Engineer I, Manufacturing	1
Engineer III, Manufacturing	1
HR Manager	1
Inspector III	2
Machinist I	8
Machinist II	12
Machinist III	3
Machinist IV	8
Maintenance Mechanic III	1
Maintenance Mechanic IV	1
Manuf Engineering Mgr-NC	1

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**WEIR OIL & GAS  
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Job Title	Number of Terminated Employees
Material Handler II	1
Material Handler III	2
Materials Coordinator	2
Operations Manager	1
Painter I	1
Planner	1
Quality Engineer	1
Quality Systems Specialist	1
Shift Supervisor I	3
Shift supervisor II	1

For further information, you can contact the following company official:

Ms. Tracey Mellenthin  
Vice President of Human Resources  
Weir Oil & Gas, Pressure Pumping  
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Sincerely,



Tracey Mellenthin