

TEMPORARY LAYOFF NOTICE

(10/15/09)

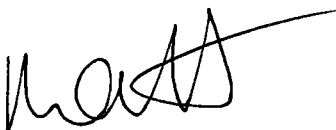
Orders for asphalt shingles during the month of October have continued to fall short of original expectations. Even with the recent adjustments to our production schedules finished product inventories have continued to increase above targeted levels.

While efforts continue within the sales organization to move additional product, it has become necessary to take additional steps to control inventory levels. Beginning November 2nd, we will be temporarily curtailing the following operations:

- Line #1 – No production during November. We will resume 2-shift operations on November 30th.
- Independence – No production during November. We will resume 1-shift operation on November 30th.
- Warehouse – 50% workforce reduction during November. Resuming normal operations on November 30th.

We will be working diligently over the next few days to determine those of you impacted by this reduction. Employees interested in taking a voluntary lay-off during the month of November should contact Mike Poyer or Pat Widman.

While current market conditions dictate the need for these temporary reductions, it is critical to our overall success that we all remain focused on all on-going efforts to improve the Safety, Quality, Productivity, and Cost of our current operations at Avery.



Mark Hyde

10-15-09