Corporate – North America
5757 N. Green Bay Avenue, Milwaukee, WI 53209 USA
Tel 414-524-1200

Johnson Controls

August 26, 2015

<u>**Certified Mail, Return Receipt Requested**</u>

Honorable Dan Devine
Mayor, City of West Allis
7525 W. Greenfield Ave
West Allis, WI 53214

Re: *Johnson Controls, Inc. – 801 South 60th Street, West Allis*

Dear Mayor Devine:

Johnson Controls, Inc. (the "Company") will be indefinitely suspending work on Project Unity, which is currently performed at the Company's facility located at 801 South 60th Street in West Allis, Wisconsin 53214 ("West Allis Location"). The Company expects to begin eliminating Project Unity positions on September 30, 2015 and all such positions will be eliminated by October 14, 2015. Impacted employees will be paid all amounts owed to them under federal and state law, as well as Company policy. Project Unity employees do not have rights to bump into any other employee's position.

Enclosed with this letter is a schedule containing the job titles and the approximate number of employees in each job classification most likely affected by the closing at the West Allis Location. While the Company is attempting to place affected employees into other parts of the business, it is unclear at this time which Project Unity employees will ultimately be placed and which Project Unity employees will remain selected for termination. In addition, it is possible that employees elsewhere within the business could ultimately be displaced by affected employees from the West Allis Location. All terminated employees will be paid all earned wages and agreed-upon fringe benefits upon termination. None of the affected employees are represented by a union.

For further information regarding this matter, please contact me directly at (414) 524-2849.

Sincerely,

Jill Glandt
Vice President, Corporate Human Resources
and Infrastructure

Enclosure

Job Title	Number of Employees in Position
APO DP Sr Analyst Project Unity	1
Business Information Mgr	1
Business Process Modeler	4
Business Process Modeler - Intern	1
Communications Specialist I	1
DBT SAP BW/HANA Designer	1
Demand Supply Planning Mgr	1
Dir Ent MDM Archit & Delivery	1
Dir Global Financial Sys BE	1
Dir. Applications Architecture	1
Dir. Enterprise Process Model Unit BOS Arch.	1
Director Change Communications Unity Program	1
Director Ent MDM/BI BU Gov	1
Director Finance	4
Director Unity Tools	1
Discrete Manufacturing Application Lead	1
EBPM Service Delivery Leader	1
Ent Data Quality Lead - Customer	1
Ent. SAP COE Competency Manager - OTC	1
Enterprise Data Architecture Manager	1
Enterprise Data Integration Mgr	1
Enterprise Data Quality Ld - Direct Mat	1
Enterprise IT Finance FPA Manager	2
Enterprise IT Financial Analyst	1
Enterprise Process Assets Leader	1
Exec Director IT Unity NA Deployment	1
IT Dir SAP Planning & Manufacturing	1
IT Director Deploy Strat & Coord	1
Lead Application Architect	2
Lead Process Integration Analyst	1
Master Data Domain Arch Bus Partners	1
MDM/BI Systems Architect	1
P2P BU Lead, Director of Procurement	1
Plan to Make Business Process Architect	1
Process Assets Quality Lead	1
Procure to Pay Value Stream Proc. Arch.	1
Project Manager	1
Project Mgr Saturn Deployment Readiness	1
PTD Application Lead Warehouse Mgmt	1
PTD Enterprise Sub Process Lead	1
SAP GL Accounts Payables Sr Analyst	1

Job Title	Number of Employees in Position
SAP GL Fixed Assets Senior Analyst	1
SAP Technical Architect	1
Senior Enterprise Modeler	1
Sr Mgr Enterprise MDM/BU Gov Cust	1
Sr Mgr Enterprise MDM/BU Gov-Vendor	1
Sr. Manager APO FTP Project Unity	1
Sr. Mgr Unity ERP Design Integration & Data	1
Technical Writer Coordinator	1
Training Manager	1
Unity - DBT Billing / Pricing Lead	1
Unity - Dir of Change Mgmt	1
UNITY - Technical Tools Lead	1
Unity BOS Specialist	1
Unity Controlling Application Lead	1
Unity DBT EDI Manager	1
UNITY Direct Procurement Application Lead	1
Unity ERP Development Ld	1
UNITY Order to Cash Design Lead	1
Unity SAP Technical Architecture Lead	1
Unity Technical Integration Lead	1
User Experience Researcher	1
VP Enterprise Bus Process Mgmt	1
VP Finance	1
VP IT Unity Deployment	1
Director of Human Resources	1
Unity IT Director Deployment PMO	1
Dir Enterprise Data Integration	1
Value Stream Subject Matter Expert	3
Customer Integration Leader	1
Unity Deployment Analyst	1
Enterprise Data Quality & Metadata Mgr	1
UNITY Finance Application Lead	1
VP & Exec Business Owner-BI/Compliance	1
Unity Value Stream Team Member	7
Ent Data Quality Lead - Vendor	1
Business Process Lead	17
Human Resources Manager	2
Process Integration Leader Architec	1
SAP Security and Compliance Manager	1
Business Transf Global Functional Lead	1
Process Integration Analyst Lead	1

Job Title	Number of Employees in Position
Dir Unity App Architecture	1
SAP Controlling - Project Systems Lead	1
PTP Controller	1
Value Stream Sub-Process Lead	6
Change Communication Manager	1
Director Finance Process	1
VS Process Arch BE Channel	1
Process Model Coordinator	1
SAP Analyst-Repetitive Mfg Project Unity	1
Financial Analyst	2
Integration Architecture Director	1
Record to Report Bus Process Architect	1
Change Mgmt Lead	3
Director Business Transformation	1
Lead Solution Architect- PLM Applications	1
DBT Interface Manager	1
Plant Materials Mgr	1
Dir Sol Architecture Unity App	1
Functional Integration Lead	1
Business Information Director	1
Director Supply Chain	1
VP Enterprise ERP Transformation	1
Data Integration Specialist	1
MDM/BI Platform Administrator	1
Unity Release Manager	1
Lead Sol. Architect for Branch Bs. Apps	1
Manager Global Quality	1
Unity DBT Order Management Lead	1
VP IT ERP Transformation	1
VP Enterprise Information Technology	1
Business Transformation Prog Ldr	1
SAP Application Tools Analyst	1
Sr Mgr Enterprise MDM/BU Gov.- Dir. Mat	1
SAP Technical Architect	1
Executive Assistant	3
Vice President, Unity Technology Ops	1
Dir Bus Transformation FTP-Unity	1
Sourcing & Contract Mgmt Des Lead	1
IT Director Unity Record to Report	1
Business Process Analysis Tool Administrator	1
VP IT, Unity Design, Build, Test and Template Convergence	1

Job Title	Number of Employees in Position
Business Transformation Lead OTC	1
Solutions Architect Business Analytics	1
Enterprise IT - Sr. Financial Analyst	1
Forecast to Plan Bus. Proc. Architect	1
Manager: SAP PM QM Lead-Project Unity	1
DBT HANA ABAP Developer	1
SAP Security Analyst	1
Dir MDM/BI Technology Services	1
Director IT HV Deployment & Coexistence	1
Unity OTC DBT Accts Rec Lead	1
DBT SAP BW/HANA Designer	1
Director Programs	1
Enterprise Data Quality Tech Lead	1
SAP Security Architect	1
Sr Compliance Manager	1
Buyer Indirect	1
Administrative Assistant	1
Data Cleansing	1
Cross Application Design Lead	1
Director, BI	1
Dir Integrity Workstream	1
Supervisor	1
Sr Mgr Ent MDM/BU Gov. - Materials	1
Dir Sales & Ops Planning Mfg	1
Dir Material Master & PLM Integration	1
Manager UX Research	1
Administrative Assistant VP	1
Mgr QA Statistics ISO & TS	1
SAP Technical Architect	1
Enterprise Data Quality Lead	1
Dir Business Data Architect	1