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WARN Notice – State/Local Officials

Layoff/WARN

To: Dale Robertson,
Texas Workforce Commission
101 E. 15th Street, Room 506T
Austin, TX 78778

Date: November 5, 2008

Re: Sun Microsystems, Inc. Reduction In Force & WARN Notification

This memorandum shall serve to notify you that Sun Microsystems, Inc. will be implementing a reduction in force which may constitute a mass layoff or plant closing as defined by the federal Worker Adjustment and Retraining Notification ("WARN") Act or by any state notification statute of a state with an affected site. Sun has announced the need to reduce overall spending in its fiscal year 2009, including a reduction in headcount. Sun has identified and continues to identify which employees will be impacted. Based on the best information available to Sun at this time, Sun expects to release employees throughout the United States between January 5, 2008 and January 12, 2008, with the majority of terminations occurring on January 5, 2008. Sun additionally expects to release employees throughout the United States between January 18, 2008 and January 25, 2008, with the majority of terminations occurring on January 18, 2008. Notice is being given to affected employees to ensure that each has received at least 60 days notice of termination.

The "WARN Data" attached hereto indicates the sites and updated number of employees who were terminated between September 8, 2008 and September 22, 2008 in connection with a prior reduction, and the sites and number of employees to be terminated between January 5, 2008 and January 12, 2008, and between January 18, 2008 and January 25, 2008. The information contained in this notice is the most current information at this time and supersedes any prior forecasts reported in any earlier notices. This information may change due to subsequent events beyond our control and as additional business units continue to assess their needs. For example, Sun expects that some affected employees may find alternate employment in another Sun organization before their employment termination date. Affected employees that are currently on approved leaves of absence may elect to terminate employment before or at the end of their leaves.

Sun provides 60 days pay and other benefits pursuant to law. Sun expects that the reductions will be permanent. Bumping rights do not exist.

If you wish to contact someone regarding career transition services please contact Betty Barnhill at Right Management Consultants:

Right Management Consultants
5300 Stevens Creek Blvd.
San Jose, CA 95129
Tel. (888) 440-4844

As authorized by 20 C.F.R. Sec. 639.7(e), which is incorporated by reference in California Labor Code sec. 1401(b), information regarding the number of affected employees by job title and information updates may be obtained by contacting Kim Booker:

Human Resources
Sun Microsystems, Inc.
M/S USCA 16-150
4160 Network Circle
Santa Clara, CA 95054
Tel. (415) 226-3396



Sun Microsystems, Inc.
4120 Network Circle
Santa Clara, CA 95054

WARN DATA
Sun Microsystems, Inc.
(Last Updated November 5, 2008)

Affected Sites	Updated Number of Employees Terminated between September 8, 2008 and September 22, 2008*	Number of Employees to be Terminated between January 5, 2008 and January 12, 2008	Number of Employees to be Terminated between January 18, 2008 and January 25, 2008
<u>Sun's Birmingham Site</u> 600 University Park Place, Suite 175 Birmingham, AL 35209	2	1	2
<u>Sun's Mobile Site</u> Two Office Park 273 Azalea Rd. 2-300 Mobile, AL 36609	1		
<u>Sun's Little Rock Site</u> 17300 Chenal Parkway, Suite 330 Little Rock, AR 72201			1
<u>Sun's Phoenix Sites</u> 2398 East Camelback Rd. Suite 950 920 Phoenix, AZ 85016	3	3	4
<u>Sun's Tucson Site</u> 1790 East River Rd. Ste. 213 Tucson, AZ 85718	1		
<u>Sun's Campbell Site</u> 900 E. Hamilton Avenue 3rd. Floor Campbell, CA 95008	2		
<u>Sun's El Segundo Sites</u> 222 N. Sepulveda Blvd. Floors 9 & 10 El Segundo, CA 90245	4	1	1
<u>Sun's Irvine Sites</u> <u>IRV 02:</u> 2020 Main Street, Suite 1100 & 1200 Irvine, CA 92614 <u>IRV03:</u> 17571 Von Karman Ave Irvine, CA 92614	8 (IRV02) 2 (IRV03)	4 (IRV02)	3 (IRV02)
<u>Sun's Menlo Park Campus Sites</u> <u>MPK10-18:</u> 10-18 Network Circle Menlo Park, CA 94025 <u>MPK24:</u> 260 Constitution Menlo Park, CA 94025	173 (MPK10-18)* 5 (MPK24)	19	6
<u>Sun's Milpitas Site</u> 80 Railroad Ave. Milpitas, CA 95035	2		

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<u>Sun's Monrovia Campus Sites</u> 800 Royal Oaks Monrovia, CA 91016-6347	10*		
<u>Sun's Ontario Site</u> 34 Centrelake Drive, Suites 410, 405 & 420 Ontario, CA 91761	2		
<u>Sun's Pleasanton Site</u> 3875 Hopyard Rd. Pleasanton, CA 94588	11	5	7
<u>Sun's Sacramento Site</u> 8880 Cal Center Dr., Suite 200 Sacramento, CA 95826		3	2
<u>Sun's San Diego Sites</u> <u>SAN09:</u> 9525 Towne Centre Dr. San Diego, CA 92121 <u>SAN10:</u> 9515 Towne Centre Dr. San Diego, CA 92121	7 (SAN09) 4 (SAN10)	1 (SAN09) 1 (SAN10)	2 (SAN10)
<u>Sun's San Francisco Site</u> 500 Howard St. San Francisco, CA 94105	17	3	4
<u>Sun's Santa Clara Campus Sites</u> <u>SCA04:</u> 4040 Palm Drive Santa Clara, CA 95054 <u>SCA11-22:</u> 4110-4220 Network Circle Santa Clara, CA 95054	9 (SCA04) 135 (SCA11-22)*	23 (SCA11-22)	1 (SCA04) 7 (SCA11-22)
<u>Sun's Sunnyvale Site</u> 324 N. Mary Avenue Sunnyvale, CA 94085	9		
<u>Sun's Universal City Site</u> 10 Universal City Plaza, 21 st Floor Universal City, CA 91608		2	1
<u>Sun's Broomfield Site</u> 500 Eldorado Blvd., Bldgs 1-6 Broomfield, CO 80021	114*	16	10
<u>Sun's Colorado Springs Site</u> Tech Center VI 5575 Tech Center Dr., Suite 200 Colorado Springs, CO 80919	1		

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<u>Sun's Lone Tree Site</u> 9285 Teddy Lane, Suite 115 Lone Tree, CO 80124	1		
<u>Sun's Louisville, CO Site</u> 1 StorageTek Dr., Bldgs 1-9 Louisville, CO 80124	63*	8	1
<u>Sun's East Hartford Site</u> 333 East River Dr., Third Floor East Hartford, CT 06108	1	2	3
<u>Sun's Stamford Site</u> 281 Tresser Blvd., 12 th Fl. 2 Stamford Plaza Stamford, CT 06901	4		4
<u>Sun's Fort Lauderdale Site</u> 550 West Cypress Creek Rd., Suite 500 Fort Lauderdale, FL 33309	8	2	2
<u>Sun's Jacksonville Site</u> 7785 Baymeadows Way, Suite 100 Jacksonville, FL 32256	2		1
<u>Sun's Orlando Site</u> 3501 Quadrangle Blvd., Suite 150 Orlando, FL 32817	1	2	3
<u>Sun's Palm Bay Site</u> 1501 Robert J. Conlan Blvd., Suite 220 Palm Bay, FL 32905		1	
<u>Sun's Tampa Site</u> 3000 Bayport Drive Ste. 850 Tampa, FL 33607	3	2	1
<u>Sun's Alpharetta Sites</u> 3655 North Point Pkwy. 5th & 6th Floor Alpharetta, GA 30005	15	1	7
<u>Sun's Norcross Site</u> 5390 Triangle Pkwy. Suite 300 Norcross, GA 30092	25	11	1
<u>Sun's West Des Moines Site</u> 1200 35 th St., Suites 206-15,16,17,20 West Des Moines, IA 50266	1		
<u>Sun's Chicago Sites</u> 190 S. Lasalle St., 14 th Floor Chicago, IL 60603	8*	1	1
<u>Sun's Itasca Site</u> Two Pierce Place, Floors 15 & 17 Itasca, IL 60143	14	1	5

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<u>Sun's Indianapolis Site</u> 8900 Keystone Crossing Ste. 750 Indianapolis, IN 46240	1	2	1
<u>Sun's Overland Park Site</u> 7500 College Blvd., Suite 600 Overland Park, KS 66210	3*		1
<u>Sun's Wichita Site</u> 3450 N. Rock Road, Ste. 301 Northrock Business Park Wichita, KS 67226		1	
<u>Sun's Burlington Sites</u> <u>BUR01:</u> 45 Network Drive Burlington, MA 01803 <u>BUR02:</u> 35 Network Drive Burlington, MA 01803 <u>BUR03:</u> 95 Network Drive Burlington, MA 01803 <u>BUR04:</u> 75 Network Drive Burlington, MA 01803	31 (BUR01) 11 (BUR02) 19 (BUR03) 3 (BUR04)	4 (BUR01) 6 (BUR02) 1 (BUR03) 1 (BUR04)	6 (BUR01)
<u>Sun's Annapolis Site</u> 306 Sentinel Dr. Annapolis Junction, MD 20701	5		2
<u>Sun's Columbia Site</u> 6750 Alexander Bell Dr., Suite 300 Columbia, MD 21045	5	3	2
<u>Sun's Southfield Site</u> 1000 Town Center, Suites 200, 1700 & 2400 Southfield, MI 48075	15*	4	7
<u>Sun's Bloomington Site</u> 7760 France Ave., Suite 950 Bloomington, MN 55435	5	2	1
<u>Sun's Eagan Site</u> 1270 Eagan Industrial Rd., Suite 160 Eagan, MN 55121	1		
<u>Sun's Minneapolis Site</u> 33 South Sixth St., 41 st Floor Minneapolis, MN 55402	3	3	1

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<u>Sun's St. Louis Site</u> 622 Emerson Road Ste 300-310 St. Louis, MO 63141	5	2	3
<u>Sun's Cary Site</u> 1225 Crescent Green, Suite 125 Cary, NC 27518-8106	4	3	3
<u>Sun's Charlotte Site</u> 10925 David Taylor Dr., Suite 320 Charlotte, NC 28262	4	2	3
<u>Sun's Omaha Site</u> Executive Center 11516 Miracle Hills Dr. Omaha, NE 68154	1	1	
<u>Sun's Nashua Site</u> 1617 Southwood Dr. Nashua, NH 03063	10	1	1
<u>Sun's Mont Laurel Site</u> 6000 Midlantic Dr., Suite 102 North Mont Laurel, NJ 08054	2	1	2
<u>Sun's Somerset Site</u> 400 Atrium Dr., 1 st & 2 nd Floors Somerset, NJ 08873	22	2	8
<u>Sun's Albuquerque Site</u> 6565 Americas Parkway, N.E., Suite 830 Albuquerque, NM 87110	1		
<u>Sun's Fairport Site</u> 345 Woodcliff Dr. Fairport, NY 14450	4	1	
<u>Sun's New York Site</u> 101 Park Avenue, 3rd & 4th floor New York, NY 10178	22	3	8
<u>Sun's Cincinnati Site</u> 8044 Montgomery Road Bank One Towers, Ste. 240 Cincinnati, OH 45236	6	1	1
<u>Sun's Columbus Sites</u> 495 S. High Street, #200 Columbus, OH 43215	2		1
<u>Sun's Independence Site</u> 2 Summit Park Dr., Suites 530 & 540 Independence, OH 44131	4		2
<u>Sun's Tulsa Site</u> 3158 South 108 th East Ave., Suite 274 Tulsa, OK 74146			1

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<u>Sun's Hillsboro Sites</u> PRD08: 3380 NW 215th Avenue Hillsboro, OR 97124 PRD09: 3295 NW 211 th Terrace Hillsboro, OR 97124	20 (PRD08) 4 (PRD09)	2 (PRD08) 8 (PRD09)	3 (PRD09)
<u>Sun's King of Prussia Site</u> 610 Freedom Business Center, Suite 300 King of Prussia, PA 19406	12		6
<u>Sun's Lemoyne Site</u> 645 N. 12th St. Lemoyne, PA 17043	1		
<u>Sun's Pittsburgh Site</u> 5500 Corporate Dr., Suite 350 Pittsburgh, PA 15273	1		
<u>Sun's Brentwood Site</u> 1 Maryland Farms, Suite 100 Brentwood, TN 37027	2		
<u>Sun's Austin Site</u> 5300 Riata Park Ct., Bldgs. B-C Austin, TX 78727	9	2	1
<u>Sun's Dallas Site</u> Tollway Plaza 16000 Dallas Parkway, Floors 5-8 Dallas, TX 75248	24	7	7
<u>Sun's Houston Site</u> 3 Greenway Plaza, Ste. 1500 Houston, TX 77046	6*	2	4
<u>Sun's San Antonio Site</u> 13750 US 281 North, Ste. 270 San Antonio, TX 78232	1		
<u>Sun's Salt Lake City Site</u> 7090 South Union Park Ave., Suite 520 Midvale, UT 84047	2	1	
<u>Sun's Ashburn Site</u> 20098 Ashbrook Place Ashburn, VA 20147	1		1
<u>Sun's Glen Allen Site</u> 4870 Sadler Road, Suite 101 Glen Allen, VA 23060	1	1	2
<u>Sun's Hampton Site</u> Six Manhattan Square, Suite 205 Hampton, VA 23666		1	

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<u>Sun's McLean Site</u> 7900 Westpark Dr. McLean, VA 22102	20	5	6
<u>Sun's Bellevue Site</u> 15395 SE 30 th Place, Suites 120 & 220 Bellevue, WA 98007	9	3	4
<u>Sun's Waukesha Site</u> N16 W23217 Stone Ridge Dr., #300 Waukesha, WI 53188	2		1

Notes:

* The following employees had termination dates after the two week period of September 8, 2008 to September 22, 2008: three employees at the Menlo Park, CA site had termination dates of September 29, 2008 and November 4, 2008; one employee at the Monrovia, CA site had a termination date of October 30, 2008; five employees at the Santa Clara, CA site had termination dates of September 23, 2008, September 26, 2008, September 28, 2008, October 27, 2008 and October 30, 2008; two employees at the Broomfield, CO site had termination dates of September 30, 2008 and October 30, 2008 and one will have a termination date of December 12, 2008; one employee at the Louisville, CO site had a termination date of October 30, 2008; one employee at the Overland Park, KS site will have a termination date of November 27, 2008; one employee at the Chicago, IL site had a termination date of October 27, 2008; one employee at the Burlington, MA site had a termination date of September 28, 2008; one employee at the Southfield, MI site had a termination date of October 30, 2008; one employee at the Hillsboro, OR site had a termination date of September 28, 2008; and one employee at the Houston, TX site will have a termination date of November 13, 2008.