



Flex-N-Gate -Michigan Technology Center  
 5663 E. Nine Mile Road  
 Warren, MI 48091  
 Phone 586-759-8900  
 Fax 586-759-8999

October 22, 2008

Mr. James R. Fouts  
 Mayor  
 City of Warren  
 One City Square  
 Suite 215  
 Warren, MI 48093-6726

Dear Mr. Fouts: Re: Mass Layoff

Flex-N-Gate's Sequenced Parts Distribution (SPD) and Warren Stamping operations have been effected by both a decline in business levels and the relocation of current business to another facility.

Pursuant to the Worker Adjustment and Retraining Notification Act ("WARN Act"), please be advised that Flex-N-Gate will experience a mass layoff at its operations located at 5663 E. Nine Mile Road, Warren, MI 48091, by December 22, 2008. The personnel separations will occur during the 14 day period beginning December 22, 2008, and ending on January 6, 2009. The layoffs are expected to be permanent. The following job titles and number of employees will be affected:

**Non-Bargaining Unit Employees**

| <u>Job Title/Department</u> | <u>Number of Employees</u> |
|-----------------------------|----------------------------|
| Maintenance Technician      | 4                          |
| Production Supervisor       | 3                          |
| Plastic Technician          | 1                          |
| Shipping Supervisor         | 2                          |
| Accounting Clerk            | 1                          |
| Materials Purchase Planner  | 1                          |
| Customer/Shipping Manager   | 1                          |
| Hi-Lo Mechanic              | 1                          |
| Supervisor Quality          | 1                          |
| Materials Coordinator       | 1                          |

No bumping rights exist.

**RECEIVED**

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RAPID RESPONSE  
 WORKFORCE PROGRAMS

**Bargaining Unit Employees**

| <b><u>Job Title/Department</u></b> | <b><u>Number of Employees</u></b> |
|------------------------------------|-----------------------------------|
| General Assembly                   | 75                                |
| Sub-Assembly/Hi-Lo Driver/Quality  | 15                                |

Bumping rights are available as defined by the current labor agreement.

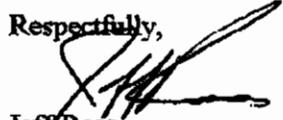
**Total Number of Employees: 106**

The United Automobile Workers, Local 155 (the "Union") represents certain employees at the facility. The authorized officer or agent of the Union are Robert Hecker, Vice President, Local 155, 7420 Murthum, Warren, MI 48092.

For further questions and information, please contact either Jeff Ross, Plant Manager, Flex-N-Gate SPD, 5663 E. Nine Mile Road, Warren, MI 48091, Phone: 586-759-8060 or Bill Murray, Manager-Human Resources-Michigan, Flex-N-Gate LLC, 5663 E. Nine Mile Road, Warren, MI 48091, Phone: 586-759-8907.

Please accept this as official notice of the mass layoff at the Flex-N-Gate Warren facility.

Respectfully,



Jeff Ross  
Plant Manager