

December 2, 2008

Ms. Chong-Anna Canfora
Director

Rapid Response Section

Michigan Department of Labor & Economic Growth

Fax: 517.373.4648

611 West Ottawa Street, 4th Floor

P.O. Box 30004

Lansing, Michigan 48909

Re: Notification of layoffs at Ventura Manufacturing

Dear Ms. Canfora:

This letter is to inform your office of a planned layoff by Ventura Manufacturing in Zeeland, Michigan. We do not believe that notice of this reduction in force is required under the federal Worker Adjustment and Retraining Notification (WARN) Act as we do not anticipate that we will cut the requisite number of jobs under WARN. However, since the market is so unsteady and we simply cannot predict the future, we are providing our employees with advance notice as encouraged by Section 7 of WARN.

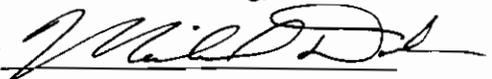
The employment site for which the reduction in force is planned is located at 471 East Roosevelt, Zeeland, Michigan 49464. As a part of the reduction in force, layoffs began on November 19, 2008 (13 people were effected at that time). Due to further unanticipated volume reductions, we will be laying off more people starting December 3, 2008 (approximately 22 people). Again, as of today, another customer cancelled another week of production without notice. If customers continue to unexpectedly cancel orders, we'll have to do another set of layoffs 60 days from now (February 1, 2009). Because we anticipate that these layoffs will last six months or longer, we are unable to provide a timetable for future recalls.

Greater advance notice was not given because of the unforeseeable business circumstances provision in WARN Act, due to the sudden downturn in the economy and, specifically, order cancellations by large customers who we anticipated would weather the downturn better.

For further information, please contact Michael Dowker at 616-836-2578.

Sincerely,

Ventura Manufacturing, Inc.

By 

Its Director of Operations

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RAPID RESPONSE
WORKFORCE PROGRAMS



COPY

JENNIFER M. GRANHOLM
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LABOR & ECONOMIC GROWTH
LANSING

STANLEY "SKIP" PRUSS
DIRECTOR

December 8, 2008

Director of Operations
Ventura Manufacturing, Inc.
471 East Roosevelt
Zeeland, Michigan 49464

Director of Operations:

This letter serves as confirmation that on December 8, 2008, the State of Michigan's Rapid Response Section in the Michigan Department of Labor & Economic Growth received your correspondence dated December 2, regarding the layoffs at the facility located at 471 East Roosevelt, Zeeland, Michigan. This information has been forwarded to the Michigan Unemployment Insurance Agency and the local Michigan Works! Agency that provide additional training and assistance specifically to dislocated workers.

A staff person from our office will be contacting you or your designated representative in the near future in order to discuss various services and programs that may be available to those affected workers.

Thank you for your cooperation.

Sincerely,

Chong-Anna Canfora, Director
Rapid Response Section

CAC:pv