



March 8, 2001

Mr. James Houck
Michigan Department of Career Development
201 N. Washington Square
Victor Office Building 5TH Floor
Lansing, MI 48913

Re.: Plant Closing

Dear Mr. Houck:

This notice is being given to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988, pursuant to 29 USC paragraph 2101 et seq. which requires employers to give official notice to certain governmental units or officials of a pending facility closure.

As you may or may not know, the automotive industry and our Company have been experiencing a general economic downturn and lack of work to justify continued existence of the plant in Canton. As a result of this economic downturn, it is expected that our plant located at 8595 Ronda Drive in Canton, Michigan 48187, will be permanently closed in the near future.

While the exact date has not been established for this closure, according to the best available information at this time, the closing will take place between May 5th, 2001 and May 25th, 2001. All the positions and jobs at the Chivas Industries plant in Canton will be eliminated and all employees will be affected by the closure. Because the entire facility is closing and all positions eliminated, all bumping rights provided by seniority will be voided. The employees are represented by UAW Local 985 located at 24827 Plymouth Rd., Redford, MI 48239. Mr. Dale Callaway is the Local President and he has been duly notified of this action.

If available, certain employees may be offered an opportunity to transfer to our other Chivas facility in Sterling Heights, MI. However at present, it is not anticipated that such opportunities will be available. According to the best available information at this time, fifteen (15) Non-Bargaining and forty seven (47) Bargaining Unit will be affected.
(see attached list)

Should you have any questions please contact Gary D. Celestini at Chivas Industries at (810) 726 - 4643.

Sincerely,

A handwritten signature in black ink that reads "Ken Lamb".

Ken Lamb
Vice President of Operations
Chivas Industries L. L. C.

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MDCD-OWD

MAR 12 2001

WORKFORCE TRANSITION