



# Detroit Stoker Company

Subsidiary of United Industrial Corporation  
1510 East First Street • PO Box 732 • Monroe, MI 48161-0732  
(734) 241-9500 • FAX (734) 241-7126 • E-Mail: sales@detroitstoker.com  
www.detroitstoker.com

November 19, 2004

Ms. Deborah Hennessey  
Workforce Transition Unit  
Michigan Department of Career Development  
Workforce Programs  
Victor Office Center – 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, Michigan 48913

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NOV 21 2004  
WORKFORCE TRANSITION

**Re: Mass Layoff at Detroit Stoker Company  
1510 East First Street  
Monroe, MI 48161**

Dear Ms. Hennessey:

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to certain government units or officials of a pending mass layoff. While we do not believe our planned actions trigger the WARN Act notice requirements we have nevertheless issued timely notice to our work force and to the union that represents certain segments of our work force.

Earlier this year, Detroit Stoker Company determined that there was excess capacity within its business. The Company carefully analyzed this situation and its available options, and determined there were significant economic benefits from reducing our operations at the Plant located at 1510 East First Street, Monroe, Michigan. As a result, we will permanently reduce our work force by 31 employees, beginning as early as January 22, 2005. Please note that the entire plant is not closing.

Except for hourly bargaining unit employees whose bumping rights are governed by seniority provisions contained in the bargaining agreement, employees do not have bumping rights. The plant's hourly bargaining employees are represented by United Steel Workers of America, AFL-CIO/CLC.

The representatives of this union are as follows:

Leo W. Gerard, President  
United Steel Workers of America  
Five Gateway Center  
Pittsburgh, PA 15222

Robert E. Hoffman, President  
Local 2511  
United Steelworkers of America  
AFL-CIO/CLC  
255 Ford Road  
Carleton, MI 48117

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It is our hope that any additional programs that we may offer or are negotiated will lessen the impact of the mass layoff on individual employees and on the community as a whole.

If further information is necessary, please contact Susan Lopes, HR Director, at (734) 243-4497.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark A. Eleniewski', written in a cursive style.

Mark A. Eleniewski  
President

MAE/bm