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MDCD-OWD

September 26, 2002

SEP 27 2002

FEDERAL EXPRESS

WORKFORCE TRANSITION

Workforce Transition Unit  
Michigan Department of Career Development  
Office of Workforce Development  
5th Floor  
201 N. Washington Square  
Lansing, Michigan 48913

Re: Closing of Durakon Industries' Lapeer, Michigan Plant

Dear Sir/Madam:

This letter is written pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 *et seq.*, to notify you that Durakon Industries currently expects to close its manufacturing facility at 2101 N. Lapeer Rd., Lapeer, MI 48446. Durakon anticipates that it will continue to utilize the corporate offices located at the same address.

Although no exact date has been established for the closing of the manufacturing facility, it is currently anticipated that the facility will be closed in several phases, beginning in December of 2003 and ending in approximately March of 2003. Durakon expects that the first layoffs associated with the plant closing will occur between December 2, 2002 and December 15, 2003. The December layoffs will be permanent layoffs and will affect 24 employees. A list of the affected positions and the number of employees in those positions is attached. These affected employees do not have bumping rights. Future notices will be sent to you as additional layoffs occur.

The affected employees are represented by International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW and UAW Local 9699. The name and addresses of the chief elected officers of the international and local union is as follows:

Ron Gettelfinger  
President  
International Union, United Automobile, Aerospace and Agricultural Implement  
Workers of America, UAW  
8000 East Jefferson  
Detroit, MI 48214

Michael Stone  
UAW International Representative  
3075 Mountpelier  
Madison Heights, MI 48071

Durakon Industries, Inc.  
2101 North Lapeer Road  
Lapeer, MI 48446

310-664-0850 phone  
310-667-7730 fax  
www.durakon.com

Robert Burleson  
President, UAW Local 9699  
6038 East Marlette Road  
Marlette, MI 48453-0355

Dale Morrison  
Chair of Plant UAW Bargaining Committee  
Local 9699  
Durakon Industries  
2101 N. Lapeer Road  
Lapeer, MI 48446

For further information regarding the closing of the Durakon facility, please contact Kathy Richard, Director of Human Resources at (810) 664-0850, extension 1070.

Very truly yours,

A handwritten signature in black ink, appearing to read 'E. Gniewek', with a stylized flourish at the end.

Edward Gniewek  
President & Chief Executive Officer

**LIST OF AFFECTED POSITIONS**

**Positions Affected** \_\_\_\_\_ **Number of Affected Employees**

Trimmer

24



Corrected

September 27, 2002

FEDERAL EXPRESS

Workforce Transition Unit  
Michigan Department of Career Development  
Office of Workforce Development  
5th Floor  
201 N. Washington Square  
Lansing, Michigan 48913

Re: Closing of Durakon Industries' Lapeer, Michigan Plant

Dear Sir/Madam:

This letter is written pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 et seq., to notify you that Durakon Industries currently expects to close its manufacturing facility at 2101 N. Lapeer Rd., Lapeer, MI 48446. Durakon anticipates that it will continue to utilize the corporate offices located at the same address.

Although no exact date has been established for the closing of the manufacturing facility, it is currently anticipated that the facility will be closed in several phases, beginning in December of 2003 and ending in approximately March of 2003. Durakon expects that the first layoffs associated with the plant closing will occur between December 2, 2002 and December 15, 2002. The December layoffs will be permanent layoffs and will affect 24 employees. A list of the affected positions and the number of employees in those positions is attached. These affected employees do not have bumping rights. Future notices will be sent to you as additional layoffs occur.

The affected employees are represented by International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW and UAW Local 9699. The name and addresses of the chief elected officers of the international and local union is as follows:

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SEP 30 2002

WORKFORCE TRANSITION

Durakon Industries, Inc.  
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Lapeer, MI 48446

For further information regarding the closing of the Durakon facility, please contact Kathy Richard, Director of Human Resources at (810) 664-0850, extension 1070.

Very truly yours,

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke at the end.

Edward Gniewek  
President & Chief Executive Officer



**LIST OF AFFECTED POSITIONS**

**Positions Affected** \_\_\_\_\_ **Number of Affected Employees**

Trimmer 24



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OCT - 7 2002

FEDERAL EXPRESS

WORKFORCE TRANSITION

October 4, 2002

Workforce Transition Unit  
Michigan Department of Career Development  
Office of Workforce Development  
5th Floor  
201 N. Washington Square  
Lansing, Michigan 48913

Re: Closing of Durakon Industries' Lapeer, Michigan Plant

Dear Sir/Madam:

On September 27, 2002, I sent you a letter pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 et seq., to notify you that Durakon Industries currently expects to close its manufacturing facility at 2101 N. Lapeer Rd., Lapeer, MI 48446. Durakon anticipates that it will continue to utilize the corporate offices located at the same address.

As I indicated in my letter of September 27, 2002, although no exact date has been established for the closing of the manufacturing facility, it is currently anticipated that the facility will be closed in several phases, beginning in December of 2002 and ending in approximately March of 2003. Durakon expects that an additional layoff associated with the plant closing will occur between December 6, 2002 and December 19, 2002. This layoff will be a permanent layoff and will affect 1 employee. The name of the affected position is attached. The affected employee does not have bumping rights due to his seniority. Future notices will be sent to you as additional layoffs occur.

The affected employees are represented by International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW and UAW Local 9699. The name and addresses of the chief elected officers of the international and local union are as follows:

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Durakon Industries  
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Lapeer, MI 48446

For further information regarding the closing of the Durakon facility, please contact Kathy Richard, Director of Human Resources at (810) 664-0850, extension 1070.

Very truly yours,

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end.

Edward Gniewek  
President & Chief Executive Officer



**LIST OF AFFECTED POSITIONS**

**Positions Affected** \_\_\_\_\_ **Number of Affected Employees**

Maintenance

One (1)



FEDERAL EXPRESS

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NOV 15 2002

November 14, 2002

WORKFORCE TRANSITION

Workforce Transition Unit  
Michigan Department of Career Development  
Office of Workforce Development  
5th Floor  
201 N. Washington Square  
Lansing, Michigan 48913

Re: Closing of Durakon Industries' Lapeer, Michigan Plant

Dear Sir/Madam:

On September 27, 2002, I sent you a letter pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 *et seq.*, to notify you that Durakon Industries currently expects to close its manufacturing facility at 2101 N. Lapeer Rd., Lapeer, MI 48446. Durakon anticipates that it will continue to utilize the corporate offices located at the same address.

As I indicated in my letter of September 27, 2002, although no exact date has been established for the closing of the manufacturing facility, it is currently anticipated that the facility will be closed in several phases, beginning in December of 2002 and ending in approximately March of 2003. Durakon expects that an additional layoff associated with the plant closing will occur between January 15, 2003 and January 28, 2003. This layoff will be a permanent layoff and will affect 54 employees. A list of the affected positions and the number of employees in those positions is attached. The affected employees do not have bumping rights. Future notices will be sent to you as additional layoffs occur.

The affected employees are represented by International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW and UAW Local 9699. The name and addresses of the chief elected officers of the international and local union are as follows:

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Lapeer, MI 48446

For further information regarding the closing of the Durakon facility, please contact  
Kathy Richard, Director of Human Resources at (810) 664-0850, extension 1070.

Very truly yours,

A handwritten signature in black ink, consisting of a series of loops and curves, representing the name Edward Gniewek.

Edward Gniewek  
President & Chief Executive Officer



**LIST OF AFFECTED POSITIONS**

<b><u>Positions Affected</u></b>	<b><u>Number of Affected Employees</u></b>
Cell Technician	10
Operator	17
Trimmers	21
Fork Truck Drivers	3
Extruder Operators	1
Journeyman – Maintenance	2



FEDERAL EXPRESS

January 3, 2003

Workforce Transition Unit  
Michigan Department of Career Development  
Office of Workforce Development  
5th Floor  
201 N. Washington Square  
Lansing, Michigan 48913

Re: Permanent Reduction in Force at  
Durakon Industries' Lapeer, Michigan Plant

Dear Sir/Madam:

On September 27, 2002, I sent you a letter pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 *et seq.*, to notify you that Durakon Industries expected to close its manufacturing facility at 2101 N. Lapeer Rd., Lapeer, MI 48446. Although Durakon has since decided not to close the Lapeer manufacturing facility at this time, the Company is nonetheless permanently reducing the workforce at the Lapeer manufacturing facility.

The permanent reduction in force at the Lapeer manufacturing facility will occur in several phases and began in December of 2002. Durakon expects that an additional layoff associated with the permanent reduction in force will occur between March 4, 2003 and March 17, 2003. This layoff will be a permanent layoff and will affect 2 non-union employees. A list of the affected positions and the number of employees in those positions is attached. The affected employees do not have bumping rights. Future notices will be sent to you as additional layoffs occur.

For further information regarding the closing of the Durakon facility, please contact Kathy Richard, Director of Human Resources at (810) 664-0850, extension 1070.

Very truly yours,

Edward Gniewek  
President & Chief Executive Officer

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IAN 06 2003

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Lapeer, MI 48446

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WORKFORCE TRANSITION



**LIST OF AFFECTED POSITIONS**

<b><u>Positions Affected</u></b>	<b><u>Number of Affected Employees</u></b>
Distribution Supervisor	One (1)
ECR Coordinator	One (1)



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JAN 07 2003

WORKFORCE TRANSITION

FEDERAL EXPRESS

January 6, 2003

Workforce Transition Unit  
Michigan Department of Career Development  
Office of Workforce Development  
5th Floor  
201 N. Washington Square  
Lansing, Michigan 48913

Re: Permanent Reduction in Force at  
Durakon Industries' Lapeer, Michigan Plant

Dear Sir/Madam:

On September 27, 2002, I sent you a letter pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 *et seq.*, to notify you that Durakon Industries expected to close its manufacturing facility at 2101 N. Lapeer Rd., Lapeer, MI 48446. Although Durakon has since decided not to close the Lapeer manufacturing facility at this time, the Company is nonetheless permanently reducing the workforce at the Lapeer manufacturing facility.

The permanent reduction in force at the Lapeer manufacturing facility will occur in several phases and began in December of 2002. Durakon expects that an additional layoff associated with the permanent reduction in force will occur between March 7, 2003 and March 20, 2003. This layoff will be a permanent layoff and will affect 1 non-union employee. A list of the affected positions and the number of employees in those positions is attached. The affected employees do not have bumping rights. Future notices will be sent to you as additional layoffs occur.

For further information regarding the closing of the Durakon facility, please contact Kathy Richard, Director of Human Resources at (810) 664-0850, extension 1070.

Very truly yours,

Edward Gniewek  
President & Chief Executive Officer



**LIST OF AFFECTED POSITIONS**

**Positions Affected** \_\_\_\_\_ **Number of Affected Employees**

Production Supervisor

One (1)