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WORKFORCE TRANSITION

James Zobel
Human Resources Manager
Menominee Operations

Emerson Tool Company
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March 12, 2002

Michigan Department of Career Development
Work force Transition Unit, Victor Office Center, 5th Floor
201 North Washington Square
Lansing, Michigan 48913

Dear Gentlemen:

After a great deal of consideration, Emerson Tool Company has made the decision to transfer all Menominee, Michigan-based RIDGID Vac production and distribution to our facility in Markham, Ontario, Canada. This transfer will begin May 15, 2002, with operations being phased out and staffing being reduced in Menominee over the next few weeks, and the process being completed by December 31, 2002. This transfer of production and distribution will affect 213 employees and will result in layoffs that will be permanent.

Should you have any questions or need further information regarding the affected job title and number of employees in those positions or the anticipated termination schedule, please contact me at the telephone number below.

Sincerely,

A handwritten signature in black ink that reads "Jim Zobel".

Jim Zobel
Human Resources Manager
Emerson Tool Company
(906) 864-3129