

Flex-N-Gate Stamping, LLC

27027 Groesbeck Hwy.
Warren, MI 48089

Phone: 586-772-1514

Fax: 586-772-1230



November 10, 2003

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WORKFORCE TRANSITION

Director, Dislocated Worker Unit
MICHIGAN JOBS COMMISSION
201 N. Washington Square
Lansing, MI 48913

RE: Flex-N-Gate, LLC — Warren Stamping Plant

Dear Director:

Pursuant to the Worker Adjustment and Retraining Notification Act ("WARN Act"), we have previously notified you and employees of the termination of operations at the Warren Stamping Plant. Due to ongoing production requirements, our plans have been modified. Under present plans, the layoff of bargaining unit employees is now scheduled to begin November 14, and will continue until December 5, 2003. However we will continue shipping activities until sometime in January 2004.

All other information in our letter of October 3, 2003 remains the same.

If you have any questions, please contact me at 586-773-0800.

Very truly yours,

FLEX-N-GATE, LLC

A handwritten signature in black ink, appearing to read "Kathy Lecik".

Kathy Lecik
Employee Relations Manager