



ICG Castings, Inc.

RECEIVED

Friday, September 5, 2008

SEP 09 2008

Chong-Anna Canfora, Director
Rapid Response Section
Michigan Department of Labor & Economic Growth
611 West Ottawa Street, 4th Floor
P.O. Box 30004
Lansing, Michigan 48909

RAPID RESPONSE
WORKFORCE PROGRAMS

Plant Closing and Notice of Permanent Reductions in Force

Dear Ms. Canfora:

The purpose of this letter to advise you, pursuant to the Workers Adjustment and Retraining Notification Act, that on November 5, 2008 the first of what is presently planned to be a series of monthly permanent reductions in force will commence at ICG Castings, 101 Poplar Street, Dowagiac, Michigan 49047 and ICG Berrien, 9864 Church Street, Bridgman, Michigan 49106. The series of reductions is expected to extend through December 31 2008. The reduction that will commence on November 5, 2008 will occur in stages and will result in the permanent separation of all 243 employees employed by ICG Castings, Inc. and ICG Berrien Inc. in Michigan. 97 employees are affected in the reduction that will commence on November 5, 2008.

It is our understanding that notices pursuant to the Workers Adjustment and Retraining Notification Act are to be sent to your office. A copy of the notice of layoff has also been mailed to Mr. Thornton, Staff Representative, District 2, of the United Steelworkers of America at 13233 Hancock Drive, Taylor, Michigan 48180 and was delivered to the President of Local 6-0363, James Sullivan, as representatives of the affected employees.

Attached is a list of the affected classifications and the employees currently holding those affected jobs. Because of the uncertainty involved in predicting those who may quit, volunteer for layoff, or be terminated between now and the expected date of the final reduction and because of the provisions of the Collective Bargaining Agreement with regards to bumping rights, it is difficult to identify when specific individuals will ultimately be separated.

Any questions you have concerning this forthcoming layoff and the anticipated future layoffs should be addressed to Chuck Varney, HR Consultant, Dowagiac, Michigan, 49047, (269) 783-3234.

Sincerely,

Eric R. Showalter
President & Chief Executive Officer
ICG Castings, Inc. & ICG Berrien, Inc.

Attachment: List of Affected Employees and Classifications

Aluminum Die Castings

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Precision Machining

ICG Castings : List of Affected Employees and Classifications

Classification: Salaried

K. Tanzillo	Toni Nemeth	W. Powers	K. Mock
J. Luna	D. Lowe	D. Mackey	D. Festerling
A. Sivaankaran	L. Hinz		

Classification: Die Cast Operator

T. Blackamore	R. Phillips	W. Deidrich	P. Panama
S. Martinez	R. Litty	R. Scroggins	S. Saavedra
D. Rushing	D. Pease	J. Brooks	R. Nickens
J. Larion	E. Young	C. Snyder	S. Kirkland
A. Drane	M. Swink	M. Lillie	G. Bailey
S. Rickard	D. Baker	J. Davis	D. Clendenin
D. Clark	L. Wright	R. Reyna	

Classification: Die Cast Set Up

T. Cummins	G. Clark		
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Classification: Machine Operator

D. Hurrie	A. Berry	L. Anderson	P. Rife
H. Jackson	S. Powers	V. Bryant	D. Slone
P. Craig	F. Syrette	L. Andrews	M. Przybylinski
K. Sabo	S. Kinchen		

Classification: CNC Operator

S. Duffield	K. Mack	R. Underly	A. Rutledge
J. Huggins	C. Kiggins	B. Myrkle	K. Baushke

Classification: Stock Handler

V. Buskirk	K. White	C. Rose	
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Classification: Remelt

B. Ottinger	G. Coplen	K. Reeves	K. McPike
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Classification: Tool & Die Repair

J. Holloman	W. Reynolds		
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Classification: Tool & Die

C. Curtis

Classification: Audit

V. Tighe	K. Wetsel	S. Conklin	
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Classification: Maintenance Technician

L. Owen	A. Hammons	B. Ruminer	V. Thomas
C. Steele			

Classification: Maintenance

D. Renne	J. DeCraene		
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Classification: Tool Crib

T. Turner D. Russo

Classification: Plant Janitor

W. Owen N. Bulat J. Branch

ICG Castings : List of Affected Employees and Classifications (cont.)

Classification: Shipping & Receiving

S. Davis

Classification: Truck Driver

R. Rodrigueaz

ICG Berrien : List of Affected Employees and Classifications

Classification: Salaried

M. Mabry D. Rohdy T. Wells

Classification: Die Cast Technician

M. Meadows L. Patterson B. Crompton B. Penley
E. Bay K. Snelling

Classification: Die Cast Set Up

W. Patterson

Classification: QA Inspector

M. Dixon



ICG Castings, Inc.

RECEIVED

SEP 12 2008

Friday, September 12, 2008

**RAPID RESPONSE
WORKFORCE PROGRAMS**

Chong-Anna Canfora, Director
Rapid Response Section
Michigan Department of Labor & Economic Growth
611 West Ottawa Street, 4th Floor
P.O. Box 30004
Lansing, Michigan 48909

Plant Closing and Notice of Permanent Reductions in Force

Dear Ms. Canfora:

The purpose of this letter to advise you, pursuant to the Workers Adjustment and Retraining Notification Act, that on December 2, 2008 the second and final of what is presently planned to be a series of monthly permanent reductions in force will commence at ICG Castings, 101 Poplar Street, Dowagiac, Michigan 49047 and ICG Berrien, 9864 Church Street, Bridgman, Michigan 49106. The series of reductions is expected to extend through December 31 2008. The reduction that will commence on December 2, 2008 will occur in stages and will result in the permanent separation of all remaining employees employed by ICG Castings, Inc. and ICG Berrien Inc. in Michigan.

It is our understanding that notices pursuant to the Workers Adjustment and Retraining Notification Act are to be sent to your office. A copy of the notice of layoff has also been mailed to Mr. Thomson, Staff Representative, District 2, of the United Steelworkers of America at 13233 Hancock Drive, Taylor, Michigan 48180 and was delivered to the President of Local 6-0363, James Sullivan, as representatives of the affected employees.

Attached is a list of the affected classifications and the employees currently holding those affected jobs. Because of the uncertainty involved in predicting those who may quit, volunteer for layoff, or be terminated between now and the expected date of the final reduction and because of the provisions of the Collective Bargaining Agreement with regards to bumping rights, it is difficult to identify when specific individuals will ultimately be separated.

Any questions you have concerning this forthcoming layoff and the anticipated future layoffs should be addressed to Chuck Vamey, HR Consultant, Dowagiac, Michigan, 49047, (269) 783-3234.

Sincerely,

Eric R. Showalter
President & Chief Executive Officer
ICG Castings, Inc. & ICG Berrien, Inc.

Attachment: List of Affected Employees and Classifications

Aluminum Die Castings

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Precision Machining

ICG Castings : List of Affected Employees and Classifications

Classification: Salaried

K. Badner	C. Bals	S. Bannow	A. Cole
C. DeVries	R. Dunn	A. Glavach	B. Jones
D. Karsen	M. Knuth	D. Merrill	D. Pearce
R. Post	R. Ree	S. Sommers	T. Strom
D. Taylor	S. Walker	B. Weeden	

Classification: Die Cast Operator

D. Brown	B. Shannon	M. Childs	S. Pultz
L. Foster	T. Haines	L. Ramero	T. Bannow
C. Beebe	C. Bastian	S. Morgan	R. Dodge
M. Williams	S. Massey	J. Sullivan	A. Chavez
K. McPike	D. Smith		

Classification: Die Cast Set Up

S. Shepard

Classification: Machine Operator

K. McColl	P. Beebe	J. Williams
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Classification: CNC Operator

L. Lawson	S. Grooms
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Classification: Machine Setup

M. Townsend	W. Lee
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Classification: Remelt

E. LaLonde	J. Tobias
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Classification: Tool & Die Repair

T. Ross

Classification: Tool & Die

C. Schmidt	S. Taylor
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Classification: Machinist

M. Pond

Classification: Audit

P. Dale	M. Drane	B. Imler	A. Adams
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Classification: Maintenance Technician

A. Paustian

Classification: Plant Janitor

K. Weeden

Classification: Truck Driver

J. Montgomery

ICG Berrien : List of Affected Employees and Classifications

Classification: Salaried

D. Thompson F. Hanners D. Mathews D. Thole

Classification: Die Cast Supervisor

K. Heidenreich

Classification: Die Cast Technician

T. Marks R. Flagel J. Loomis A. McCarver
J. Milner N. Somsanith W. Calhoun M. Barnett
R. Tomlin

Classification: Die Cast Set Up

J. Testini

Classification: Maintenance Technician

K. Krueger V. Dale A. Appelhans J. White
R. Marks J. Baker R. Marks

Classification: Tool & Die Technician

D. Mott D. Sansom J. Bruff

Classification: Utility/Striko & Remelt

M. Ballard W. Johnson L. Brooks A. McPike

Classification: Shipping & Receiving

J. Hebner

Classification: Machining Technician

T. Richter D. Johns

Classification: Machining Operator

C. Eckler A. Fay D. West J. Perkins

Classification: QA Inspector

B. Binder