inalfa roof systems

ISO 14001 / TS 16949 CERTIFIED

July 20, 2009

Clarence Presley
UAW Local 155 President
7420 Murthum
Warren, MI 48092-3836

Dear Mr. Presley:

Re: Layoffs

Please be advised that Inalfa Roof Systems, Inc. ("Inalfa) plans a workforce reduction at its facility located at 1370 Pacific Drive, Auburn Hills, MI 48326. Inalfa expects these layoffs to be permanent. The layoffs will take place on approximately July 27, 2009, August 10, 2009 and August 17, 2009, November 9, 2009 and November 16, 2009. Inalfa designates each date as the first of a 14-day window period for the layoffs to occur.

While Inalfa does not believe that these layoffs constitute a "mass layoff" under the Worker Adjustment and Retraining Notification Act ("WARN"), Inalfa is nevertheless providing this notice as a courtesy and in the interest of cooperation.

By copy of this letter, the following have also been given notice of the layoff:

Osborn Chambers, Chief Steward, UAW, 1370 Pacific Drive, Auburn Hills, MI 48326

Chong-Anna Canfora
Director, Rapid Response Unit
Michigan Department of Labor & Economic Growth
611 West Ottawa, 4th Floor,
PO Box 30004
Lansing, MI 48909

Honorable James McDonald, Mayor
City Administration Complex
1827 North Squirrel Road
Auburn Hills, MI 48326

The copy of this notice that is sent to the local government and state dislocated worker unit includes a list of affected positions by job title and statement of the number of employees in each classification. The copy of this notice that is sent to the Union (and Union officials) identified above contains the above information and the names of the affected workers. No "bumping rights" exist for employees represented by the Union.

If you need additional information please contact the undersigned at 248 371 1953.

Sincerely,

Jarrod Fiengo

Senior Manager, Human Resources

RECEIVED

JUL 22 2009

RAPID RESPONSE
WORKFORCE PROGRAMS

Inalfa Roof Systems, Inc. WARN Notice to Local Governement and State Dislocated Worker Unit

1370 Pacific Drive, Auburn Hills, MI 48326

Job Title	# in Classification
Assembler	131
Material Handler	11

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JUL 30 2009
RAPID RESPONSE
WORKFORCE PROGRAMS

July 24, 2009

Clarence Presley
UAW Local 155 President
7420 Murthum
Warren, MI 48092-3836

RE: Revised Layoff Schedule

Dear Mr. Presley:

In reviewing the schedules I sent you on July 20, 2009, I realized that I inadvertently left off Tammy Oliver who is scheduled for reduction on 11/16/2009.

Further, Trafen Anderson (11/16/2009) and Bret Ellson (8/10/2009) have been removed from the reduction schedule sent to you on July 20, 2009. Both employees are currently line leaders, not assemblers.

Enclosed, please find a revised schedule. If you have any questions please contact me at 248-371-1953.

Thank you.

Best Regards,

Jarrod Fiengo
Senior Manager, Human Resources

Cc: Osborn Dwayne Chambers
Chief Steward, UAW
1370 Pacific Drive, Auburn Hills, MI 48326

Cc: Chong-Anna Canfora
Director, Rapid Response Unit
Michigan Department of Labor & Economic Growth
611 West Ottawa, 4th Floor,
PO Box 30004
Lansing, MI 48909

Cc: Honorable James McDonald, Mayor
City Administration Complex
1827 North Squirrel Road
Auburn Hills, MI 48326

Inalfa Roof Systems, Inc. WARN Notice to Local Governement and State Dislocated Worker Unit
1370 Pacific Drive, Auburn Hills, MI 48326

Job Title	# in Classification
Assembler	130
Material Handler	11