

# ICT



## Innovative Coating Technologies, Inc.

A Division of American Commercial Plastics

Mr. James Houck, Director  
Workforce Transition Unit  
Workforce Programs  
Department of Career Development  
201 N. Washington Square  
Lansing, MI 48913

Dear Mr. Houck:

Pursuant to the Workers Adjustment and Retraining Notification Act 29 U.S.C 2101, ("WARN"), Innovative Coating Technologies, Inc. does hereby notify you that it has permanently laid off 117 employees from its plant located at 4662 Puttygut Road, China Township, MI 48054, on April 2, 2001. This lay off will permanently terminate the Company's employment relationship with the 117 employees. These employees do not have bumping rights. The affected employees include 95 "Production" employees, 15 "Production Support" employees, 4 other employees (including Janitor, Shipping/Receiving Clerks, and Receptionist) and 3 Salaried employees.

Unfortunately, we could not provide more notice due to unforeseeable circumstances that culminated in the break down of financing efforts and a customer withdrawal in the past few days.

The name and telephone number of a Company official to contact for further information is:

Name: Thomas Weber  
Telephone Number: (810) 329-2274

Very truly yours,

Thomas Weber

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WORKFORCE TRANSITION