

Johnson Controls, Inc.
Automotive Systems Group
One Prince Center
Holland, MI 49423



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APR 11 2005

RAPID RESPONSE
WORKFORCE PROGRAMS

April 6, 2005

Debra Hennessey
Workforce Transition Unit
Michigan Department of Career Development
Lansing Michigan

Dear Ms. Hennessey:

Johnson Controls, Inc. is required by the Worker Adjustment and Retraining Notification Act (WARN) and the U.S. Department of Labor regulations to notify each affected employee and certain local and state officials, in writing, of the Company's decision to cease current production operations or to transfer those operations to another Johnson Controls, Inc. facility or to another company.

This letter is to serve as official notification, to you, that on or about June 6, 2005, Johnson Controls, Inc. will cease production operations of its GMX 210/230 overhead program at the Interior Technology plant located at 1776 Airport Park Court, Holland, Michigan. As a result there will be some layoffs. The layoffs are scheduled to occur between June 6, 2005 and June 30, 2005. The layoffs will affect 35 hourly production team members.

The terminations and layoffs are likely to be permanent, although we continue to evaluate opportunities and are aggressively pursuing additional business for the Holland plants. Hourly employees will have recall rights in accordance with the JCI-Holland employee handbook.

We deeply appreciate the loyalty of our employees, and our foremost concern is to help affected workers find other employment.

Should you need further information, please feel free to contact myself or Roy Gann, Human Resources Manager at 616 394-2756.

Sincerely,

Steve Bushong
Plant Manager MW/IT/CW
616.394.2378

Johnson Controls, Inc.
Automotive Systems Group
One Prince Center
Holland, MI 49423

JOHNSON
CONTROLS

April 7, 2005

Debra Hennessey
Work Force Transition Unit
Michigan Dept. of Career Development
Workforce Programs
Victor Office Center 5th Floor
201 N. Washington Square
Lansing, MI 48913

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APR 12 2005
RAPID RESPONSE
WORKFORCE PROGRAMS

Dear Ms. Hennessey,

This notification relates to a reduction in workforce at the Johnson Controls Lakewood Facility located at 205 Douglas Ave. Holland MI 49424.

Between April 10, 2005 and June 30, 2005 Johnson Controls will reduce its workforce due to production line balance out. Currently there is no other production replacement, resulting in approximately 60 employees being laid off.

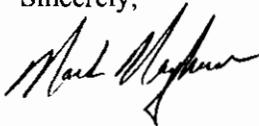
The initial phase of layoffs will occur on approximately April 10, 2005 and end approximately June 30, 2005.

The layoffs are likely to be permanent, although we continue to evaluate opportunities to place business at the Lakewood facility and are aggressively pursuing additional work. Hourly employees will have recall rights in accordance with the Lakewood employee handbook.

We deeply appreciate the loyalty of our employees, and our foremost concern is to help affected workers find other employment. Attached is a list of positions, by job title, affected for the layoffs. The number of affected employees in each job classification is also attached.

Should you need further information, please contact Natalie Cole, Human Resource Manager at 616-394-6645.

Sincerely,



Mark Mayhan
Plant Manager

Johnson Controls, Inc.

Holland Michigan
Lakewood Facility

Employees Affected by Reduction in workforce

Below are position titles and the number of employees in each position affected by the reduction in force:

JOB TITLE

NUMBER OF EMPLOYEES

Assembly Production Employees

60