

Johnson Controls, Inc.
Automotive Systems Group
76 Armstrong Road
Battle Creek, MI 49015
Tel. 616/968 3000
FAX: 616/968 0198

RECEIVED
MDCD-OWD
SEP 16 2004
WORKFORCE TRANSITION
September 16, 2004

JOHNSON
CONTROLS

Ms. Deborah Hennessey
DLEG
Rapid Response Section
201 North Washington Square
5th Floor, Victor Building
Lansing, MI 48913
Fax: 517-373-4648

Dear Ms. Deborah Hennessey:

After an extensive review of all available options, Johnson Controls, Inc. is today announcing to the employees in its Battle Creek, plant located at 76 Armstrong Road, Battle Creek, Michigan 49015 that the plant will substantially reduce its regular production on November 15, 2004 and continue reducing production throughout this calendar year.

The initial phase of terminations and layoffs will affect 81 employees and will occur on November 15, 2004. The second phase of terminations and layoffs will affect 18 employees and will occur between December 3 and December 17, 2003. The final phase of terminations and layoffs will affect 54 employees and will occur between December 10 and December 24, 2004.

This letter shall serve as notice under the provisions of the WARN Act. The Paper, Allied-Industrial, Chemical and Energy workers, International Union (PACE), represent many of the employees subject to this layoff. Some bumping rights apply to those represented employees in accordance with the collective bargaining agreement. The name and address of the Union's President is Mark Guy, 16 Eagle Street, Battle Creek, MI 49017. This reduction may not be permanent as we continue to evaluate opportunities to place business in the Battle Creek Plant.

We deeply appreciate the loyalty of our employees, and our foremost concern is to help those experience workers affected by the layoff find other employment. A list of the job titles of positions affected and the number of affected employees in each job classification is attached.

Should you need further information, please contact me at 269-966-6436.

Very truly yours,


Shelly Maciejewski
Plant Manager

**BATTLE CREEK
EMPLOYEES AFFECTED BY SHUTDOWN**

Below is a list of job titles and the number of employees in each position affected by the reduction in force:

<u>JOB TITLE</u>	<u>NUMBER OF EMPLOYEES</u>
------------------	----------------------------

Salaried Positions

Production Supervisors (11/15/04)	5
Materials Scheduler (11/15/04)	1
Materials Intern (11/15/04)	1
Materials Scheduler (Contract) (11/15/04)	1
Production Supervisor (12/24/04)	2
Manufacturing Engineer (12/24/04)	1
Shipping/Rec. Supervisor (12/24/04)	1
Quality Engineer (12/24/04)	2
Purchasing Administrator (12/24/04)	1
IT Coordinator (Contact) (12/24/04)	1
Total	16

Hourly-paid Positions

Process Technicians (11/15/04)	1
Vac Technicians (11/15/04)	3
Material Handler (11/15/04)	2
Board Prep (11/15/04)	6
Press Operator (11/15/04)	1
Defibrator Operator (11/15/04)	1
Line Coordinator (11/15/04)	2
Pitch (11/15/04)	2
Assembly (11/15/04)	43
Quality Auditor (11/15/04)	2
Maintenacce (11/15/04)	10
Total	73

Hourly-paid Positions

JCMS (12/10/04)	1
Pitch (12/10/04)	2
Material Handler (12/10/04)	1
Assembly (12/10/04)	14
Total	18

Hourly-paid Positions

Process Technicians (12/24/04)	1
Vac Technicians (12/24/04)	4
Material Handler (12/24/04)	1
Board Prep (12/24/04)	6
Press Operator (12/24/04)	2
Defibrator Operator (12/24/04)	2
Line Coordinator (12/24/04)	2
Maintenance (12/24/04)	9
Assembly (12/24/04)	17
Quality Auditor (12/24/04)	2
Total	46

Total	153
-------	-----