

keykert USA

Locking Systems for the Cars of the World

March 27, 2003

Mr. James Houck
Director, Workforce Transition Unit
Michigan Department of Career Development
Victor Office Center
201 N. Washington Square, 5th Floor
Lansing, Michigan 48913

RECEIVED
MDCD-OWD

MAR 28 2003

WORKFORCE TRANSITION

Re: Notice of Mass Layoff

Dear Mr. Houck:

In compliance with the Worker Adjustment and Retraining Notification Act ("WARN"), this letter notifies you of a planned mass layoff, within the meaning of WARN, at the Keykert USA, Inc. facility located at 1101 Highview Drive, Webberville, Michigan, 48892. The expected date of the layoff is June 5, 2003 or within fourteen days of that date.

As a result of the mass layoff, the affected employees will be permanently or indefinitely laid off. No "bumping" rights exist. None of the affected employees are represented by a labor organization. The projected names, job classifications, and the number of employees whom Keykert USA reasonably expects will be affected are contained in the attached list.

I am the contact person for Keykert USA, Inc. My telephone number is (248) 960-5302. Any questions or requests for further information may be directed to me.

Very truly yours

KEYKERT USA, INC.

Thomas VanNocker / MA

Thomas VanNocker
Human Resources Manager

cc: John Leonard, President
Village of Webberville
P.O. Box 389
Webberville, MI 48892

SUBSIDIARY OF KIEKERT AG

keykert USA

Locking Systems for the Cars of the World

October 13, 2003

Mr. James Houck
Director, Workforce Transition Unit
Michigan Department of Career Development
Victor Office Center
201 N. Washington Square, 5th Floor
Lansing, Michigan 48913

RECEIVED
MDOD-OWJ

OCT 17 2003

WORKFORCE TRANSITION

Re: Notice of Mass Layoff

Dear Mr. Houck:

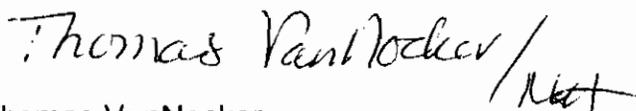
In compliance with the Worker Adjustment and Retraining Notification Act ("WARN"), this letter notifies you of a planned mass layoff, within the meaning of WARN, at the Keykert USA, Inc. facility located at 1101 Highview Drive, Webberville, Michigan, 48892. The expected date of the layoff is December 11, 2003 or within fourteen days of that date.

As a result of the mass layoff, the affected employees will be permanently or indefinitely laid off. No "bumping" rights exist. None of the affected employees are represented by a labor organization. The projected names, job classifications, and the number of employees whom Keykert USA reasonably expects will be affected are contained in the attached list.

I am the contact person for Keykert USA, Inc. My telephone number is (248) 960-5302. Any questions or requests for further information may be directed to me.

Very truly yours

KEYKERT USA, INC.



Thomas VanNocker
Director of Human Resources, Information Technology and
Organizational Development

cc: John Leonard, President
Village of Webberville
P.O. Box 389
Webberville, MI 48892