



October 1, 2001

James Houck, Director
Workforce Transition Unit
Michigan Department of Career Development
201 North Washington Square
Victor Building, 5th Floor
Lansing, MI 48913

Sky Chefs, Inc.
524 E. Lamar Boulevard
Arlington, Texas 76011-3999

Phone (817) 792-2123

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MDCD-OWD

OCT - 9 2001

WORKFORCE TRANSITION

Re: Emergency Interrupted Operations

Dear Mr. Houck:

This letter will serve as notice, to the extent required, under the Worker Adjustment and Retraining Notification Act ("WARN"), that certain union represented and non-represented employees, locations attached, have been selected for immediate temporary leave, without pay under the Company's Emergency Interrupted Operations Leave policy, as the result of the unforeseeable business circumstances that have arisen in the aftermath of the terrorist attacks, which occurred on September 11, 2001.

All individuals placed on temporary leave may be permanently laidoff within fourteen days of October 28, 2001, unless the Company notifies you otherwise. In the event that additional unforeseeable contingencies occur that require permanent layoffs before October 28, the Company will notify you immediately. Given these unusual circumstances, and the fact that significant business and financial implications of the terrorist attacks were not reasonably foreseeable, we have provided you with notice as soon as practicable.

Hotel Employees and Restaurant Employees International Union represents some affected employees. Its chief elected officer is John Wilhelm, General President, whose address is 1219 - 28th Street, N.W., Washington, DC 20007. Selection of bargaining unit employees for permanent layoff will be made pursuant to the Collective Bargaining Agreement, including Section 15 (d) seniority and Article 6A Security of Employment. The application of these provisions may trigger the recall of certain employees and displacement of others not subject to temporary leave. No "bumping rights" exist for non-represented employees. We will advise you of ultimate layoff selections in writing at that time. We regret that it was not possible to give you more notice but the significant business and financial implications of the terrorist attacks were not reasonably foreseeable.

We appreciate any assistance that your office may be able to provide to the affected workers. Should you have any questions, please contact me at (817) 792-1981.

Very truly yours,

A handwritten signature in black ink, appearing to read "B. Shimabukuro", written over a horizontal line.

Bert Shimabukuro
Manager, Labor Contract Administration