



# Lapeer Metal Stamping Companies, Inc.

A HISPANIC MINORITY CORPORATION

RECEIVED  
MDOD-OWD

MAY 25 2004

WORKFORCE TRANSITION

May 21, 2004

Certified Mail: RRR

Ms. Deborah Hennessey  
MDLEG  
Rapid Response Section  
201 N. Washington Square  
Fifth Floor, Victor Building  
Lansing, MI 48913

Dear Ms. Hennessey:

Due to sudden, dramatic and unexpected business circumstances, the management of Lapeer Metal Stamping Companies, Inc. has determined that it will be necessary to reorganize and/or downsize its current operations at its Dearborn facility located at 8111 Tireman Avenue, Dearborn, MI 48126. It is anticipated that the downsizing and reorganization will be effective on or before June 28, 2004 and continuing through July of 2004.

It is anticipated that a sizeable portion of the Company's stamping operations at its Dearborn facility will be eliminated and that, as a result approximately 60 employees will be separated from employment permanently. It is our understanding this may well constitute a plant closing or mass layoff under the Worker Adjustment and Retraining Notification Act ("WARN"). Less than 60 days notice of such layoffs is being provided due to sudden, dramatic and unexpected business circumstances the Company is experiencing.

We anticipate that initial permanent layoffs will commence on or before June 28, 2004, and/or may commence or continue July of 2004 following the automobile industry's summer shutdown. Attached is a list of the job titles of positions and the names of the workers currently holding affected jobs.

No bumping rights exist beyond this plant.

**Corporate Headquarters**  
930 S. Saginaw Street  
Lapeer, MI 48446  
PH (810) 664-8588  
FAX (810) 664-9351

130 N. Groesbeck Hwy.  
P.O. Box 407  
Mt. Clemens, MI 48046  
PH (810) 468-0819  
FAX (810) 468-8401

8111 Tireman  
Dearborn, MI 48126  
PH (313) 491-0204  
FAX (313) 491-1487

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Some of the employees are represented by IBT, Local 247. The local union's principal officer is David Schuler whose address is IBT, Local 247, 2741 Trumbull Avenue, Detroit, Michigan 48226. The international representative of the IBT servicing our Dearborn facility is James Hoffa whose address is International Brotherhood of Teamsters, 25 Louisiana Ave., NW, Washington, DC 20001.

For further information, please contact me at (810) 664-858.

Very truly yours,

A handwritten signature in cursive script that reads "Peter J. Martz". The signature is written in black ink and is positioned above the printed name and title.

Peter J. Martz  
President