



FOSTER & GALLAGHER, Inc.

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JUL 03 2001

WORKFORCE TRANSITION

June 29, 2001

Mr. James Houck  
Michigan Department of Career Development  
201 North Washington  
P.O. Box 30714  
Lansing, Michigan 48913

Re: Michigan Bulb Company  
WARN Notice

Dear Mr. Houck:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (the "WARN Act"), please be advised that the facilities (collectively, the "Facilities") listed below, which are operated by Foster & Gallagher, Inc. (the "Company") will cease operating and close permanently on June 29, 2001. This permanent shutdown has become necessary as a result of business circumstances that were not reasonably foreseeable until now, including recent decisions by the Company's lenders to cease their financing and the Company's failed efforts to sell the business to entities that would have continued these operations.

**Michigan Bulb Company – 1950 Waldorf NW, Grand Rapids, MI 49550**  
**Michigan Bulb Company – 2535 Waldorf Ct., Grand Rapids, MI 49550**  
**Michigan Bulb Company – 2070 Waldorf NW, Grand Rapids, MI 49550**

All employees employed at the Facilities will be terminated on the date (June 29, 2001) designated above, and have been so notified in accordance with the WARN Act. There is no union, and affected employees will have no "bumping" rights. The job titles and number of affected employees at each location are attached to this letter.



An ESOP Company

1950 WALDORF ST. NW / GRAND RAPIDS, MICHIGAN 49550 / TELEPHONE 616-453-5401

Should you have any questions, please contact:

W. Thomas Stumb  
Chief Financial Officer  
Foster & Gallagher, Inc.  
1950 Waldorf N.W.  
Grand Rapids, MI 49550  
(616) 453-5401

Sincerely,

A handwritten signature in cursive script that reads "W. Thomas Stumb". The signature is written in black ink and is positioned above a horizontal line.

W. Thomas Stumb  
Chief Financial Officer  
Foster & Gallagher, Inc.