



**Michigan  
Rubber  
Products, Inc.**  
A Myers Industries Company

October 8, 2009

Chong-Anna Canfora  
Director, Rapid Response Unit  
Michigan Department of Labor & Economic Growth  
611 West Ottawa, 4<sup>th</sup> Floor  
P.O. Box 30004  
Lansing, Michigan 48909

Attn: Ms. Canfora:

This notice is provided to you as of October 8, 2009, in accordance with the Worker Adjustment and Retraining Notification Act (WARN), 29 U.S.C. 2107(a) et seq.

Please be advised that Myers Industries, Inc. has entered into a non-binding letter of intent with Zhongding Sealing Parts Co. Ltd. to sell substantially all of the assets of its Michigan Rubber Products, Inc. subsidiary to Zhongding Sealing Parts (USA), Inc. Should this transaction close, Michigan Rubber Products, Inc. will be experiencing a permanent plant closing at its facilities located at 1200 Eighth Avenue and 1600 Holman Street, Cadillac, Michigan 49601. The closing of the transaction is expected to occur during the period between October 30, 2009 and November 12, 2009. The employment of all employees of Michigan Rubber Products, Inc. will terminate upon the plant closing. Information regarding the future operation of the facilities located at 1200 Eighth Avenue and 1600 Holman Street, Cadillac, Michigan 49601 and future employment opportunities, if any, will come from Zhongding Sealing Parts (USA), Inc. directly.

The number of affected employees of Michigan Rubber Products, Inc., both salary and hourly, is estimated at 214 based on employment rolls as of October 5, 2009. The terminations of employment by Michigan Rubber Products, Inc. are expected to affect all employees in all job classifications, including but not limited to: Buyer, CAD Engineer, Division Controller, Custodian, Customer Service Rep, Engineering Manager, Facilities Manager, Human Resources Manager, HR Clerk, Machinist, Information Technology Manager, Inventory Clerk, Laboratory Technician, Maintenance Worker, Managing Director, Marketing Manager, Mold Setter, Payroll Administrator, Plant Accountant, Process Tech, Product Engineer, Plant Manager, Production Scheduler, Production Supervisor, Production Worker Rubber & Plastic, Programmer, Quality Inspector-Rubber, Quality Tech, Sales Coordinator, Tool and Die Maker and Warehouse Worker. The number of employees in each job classification is set forth on the attached list.

There is no union representation at this site. No bumping rights will apply.

Should you need additional information, please contact Dennis Little or the undersigned at (231) 775-1316.

Very truly yours,

  
Dennis Roberts  
Managing Director

**RECEIVED**

OCT 13 2009

RAPID RESPONSE  
WORKFORCE PROGRAMS

Enclosure

1200 Eighth Avenue • Cadillac, Michigan 49601

Phone (231) 775-1316 • Fax (231) 775-3160 • [www.michigan-rubber.com](http://www.michigan-rubber.com) • ISO/TS 16949 & ISO 14001

Departments for do diligence.xls, Michigan Rubber Products

No. of employees	Job Classification		
2	Buyer		
2	CAD Engineer		
1	Controller, Division		
1	Custodian		
3	Customer Service Rep.		
1	Engineering Manager		
1	Facilities Manager		
1	Human Resources Clerk		
1	Human Resources Manager, Site		
2	Industrial Machinery Machinist		
1	Information Tech. Mgr, Site		
3	Inventory Clerk		
2	Laboratory Technician I		
4	Maintenance, Rubber		
1	Managing Director		
1	Marketing Manager		
4	Mold Setter		
1	Payroll Administrator		
1	Plant Accountant		
3	Process Technician		
3	Product Engineer		
1	Plant Manager		
2	Production Schedulers		
3	Production Supervisor, Rubber		
8	Production Worker, Plastic		
141	Production Worker, Rubber		
1	Programmer		
4	Quality Inspector, Rubber		
2	Quality Technician		
2	Sales Coordinator		
1	Tool and Die Maker		
9	Warehouse Worker		
214			