

ROLLFORMING

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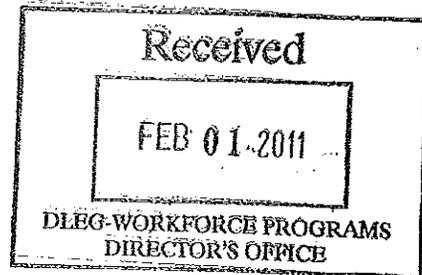
FABRICATION

TOOLING

MODINEER

January 24, 2011

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



Re: WARN Act Notice of Mass Layoff due to Unforeseeable Business Circumstance at Modineer Company

Dear Mr. Houck:

Due to an unforeseeable business circumstance as defined in 20 CFR 639.9(b), Modineer Company will be conducting a mass lay-off of more than 50 full-time employees, comprising more than one-third of its full-time employees, from its Military Fabrication Division, (Plant 3), located at 1313 Airport Road, Niles, Michigan 49120, effective January 28, 2011. The Company currently believes that this lay-off will not be temporary, that is, that it will last longer than six (6) months. As soon as we have determined whom the employees are who will be losing their jobs we will notify you of such. Bumping rights do not exist for these employees.

For further questions and information, please contact Steve Blum, Corporate Director, Human Resources at (269) 683-2550, Extension 207.

Please accept this as official notice of the mass lay-off at Modineer Company's facilities in Niles, Michigan.

Sincerely,

A handwritten signature in black ink, appearing to read "Steve M. Blum".

Steven M. Blum
Corporate Director, Human Resources

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