



AFTERMARKET  
ELECTRICAL DIVISION

**NABCO Inc.**  
A Delco Remy International Company  
591 East Church Avenue  
Reed City, Michigan 49677  
Phone 231.832.8209  
Fax 231.832.5066

**RECEIVED**  
MDCD-OWD

APR - 4 2003

April 2, 2003

**WORKFORCE TRANSITION**

James Houck, Manager  
Michigan Department of Career Development  
Office of Workforce Development  
5<sup>th</sup> Floor, Victor Building  
201 North Washington Street  
Lansing, Michigan 48913

**Via Facsimile (517) 373-4648  
and Overnight Delivery**

**RE: Nabco Inc.  
Reed City, Michigan**

Dear Mr. Houck:

Nabco Inc. will be permanently closing its production and distribution operations at 591 East Church Avenue, Reed City, Michigan 49677 and 660 Commerce Drive, Reed City, Michigan 49677. As a result of these permanent plant closures, approximately 200 employees will be permanently laid off, with 18 being laid off in the anticipated period from June 5 through June 18, 2003. Affected employees do not have bumping or transfer rights. Nabco has prepared and will make available a listing of the job titles of positions to be affected and the number of affected employees in each job classification upon request.

The anticipated schedule for layoffs could be extended should the production requirements of Nabco's customer's change or transition requirements deemed necessary. As required, we will advise you of any change in the anticipated layoff schedule.

Please contact me at 231.832.8209 if you should have any questions or require additional information.

Sincerely,

NABCO, INC.

Deanne Mikols, SPHR  
Human Resources Manager

c: Reed City, City Offices  
Osceola County Administrator  
Dave Camp  
Michelle McManus



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April 4, 2003

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Office of Workforce Development  
5<sup>th</sup> Floor, Victor Building  
201 North Washington Street  
Lansing, Michigan 48913

*Via Facsimile (517) 373-4648  
and Overnight Delivery*

**RE: Nabco Inc.  
Reed City, Michigan**

Dear Mr. Houck:

In our effort to further clarify the timing of anticipated layoffs I'm furnishing this update for your records. As indicated in our letter dated April 2, 2003, Nabco Inc. will be permanently closing its production and distribution operations at 591 East Church Avenue, Reed City, Michigan 49677 and 660 Commerce Drive, Reed City, Michigan 49677. As a result of these permanent plant closures, approximately 200 employees will be permanently laid off. NABCO has six anticipated periods of layoffs as indicated below:

18 being laid off in the anticipated period from June 5 through 18, 2003  
12 being laid off in the anticipated period from June 12 through 25, 2003  
16 being laid off in the anticipated period from July 7 through 20, 2003  
29 being laid off in the anticipated period from August 1 through 14, 2003  
33 being laid off in the anticipated period from September 15 through 28, 2003  
81 being laid off in the anticipated period from December 8 through 22, 2003

Affected employees do not have bumping or transfer rights. Nabco has prepared and will make available a listing of the job titles of positions to be affected and the number of affected employees in each job classification upon request.

The anticipated schedule for layoffs could be extended should the production requirements of Nabco's customer's change or transition requirements deemed necessary. As required, we will advise you of any change in the anticipated layoff schedule.

Please contact me at 231.832.8209 if you should have any questions or require additional information.

Sincerely,

NABCO, INC.

Deanne Mikols, SPHR  
Human Resources Manager

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Michelle McManus