Pilot Industries

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January 10, 2001

Mr. James Houck
Director – Workforce Transition Unit
201 N. Washington Square – Fifth Floor
Lansing, MI 48913

Dear Mr. Houck,

In keeping with the Worker Adjustment Retraining Notification Act (WARN Act) requirements, please be advised that Pilot Industries will permanently close our non-union Sterling Heights manufacturing plant located at 42600 Mound Road, Sterling Heights, Michigan on March 12, 2001. The Company's manufacturing strategic direction is to have fewer, but larger plants to support growth objectives and respond to customer and competitive pressures. The Sterling Heights plant's building size and location cannot achieve future expansion requirements.

On November 8, 2000 the Company advised employees of this pending action through a series of group meetings. This notification to employees represented a voluntary, early announcement to provide employees with full opportunity to apply for another position within the Pilot manufacturing network or with another area employer.

As of this date, there are 93 employees at this facility. The employees will now be advised on January 10, 2001 that the date of employee separation will be March 12, 2001. A list of job titles of positions and the number of people in the positions has been attached.

Should you have questions, or require further information, please do not hesitate to contact me at (734) 352-1417.

Sincerely,

Thomas H. Alberts
Vice President of Human Resources

Pilot Industries, Inc.
5451 South State Road
Ann Arbor, MI 48108

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