



## NOTICE

**TO:** Mr. James Houck, Director  
Workforce Transition Unit  
Michigan Dept. of Career Development  
Workforce Programs  
Victor Office Center – 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, Michigan 48913

**FROM:** Karen McCraney, Senior Vice President

**DATE:** March 24, 2005

**RE:** Notice of Facility Closing Pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (“WARN”)

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This notice is being given to you under the Worker Adjustment and Retraining Notification Act of 1988 (“WARN”). WARN requires employers to give official notice to certain governmental units or officials of a pending plant closing or mass layoff.

As you may be aware, Second Chance Body Armor has been in business in Central Lake, Michigan for over thirty years. As is set forth below, however, the Company has made the decision to permanently close down its Central Lake manufacturing operation. As a result, 101 employees at the Company’s operation on Highway M-88 and 7919 Cameron Street in Central Lake, Michigan will be permanently laid off in a phased reduction between now and April 22, 2005. Employees at the facility are not represented by any labor organization and have no bumping rights.

Second Chance anticipates that the actual plant closing will take place on or about April 22, 2005. Attached is a list of job classifications affected by this action and the number of employees in each classification. The separation date for these employees will be the date of the plant closing or earlier, as indicated on the attached schedule.

Second Chance regrets that this action is necessary. The Company also regrets that it was unable to provide additional notice of the closing, but the decision was made only recently after attempts to get financial support to continue the Company’s pre-existing level of operations were unsuccessful. The Company had a reasonable belief that providing earlier notice of the closing would have precluded it from obtaining the financing.

**RECEIVED**

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