



Vaungarde Inc

*A Subsidiary of Quoin Inc*

1000 Bradley Street  
Owosso, MI 48867  
(517) 725-8127 Tel  
(517) 725-6386 Fax

August 24, 2001

OS 9000 & ISO 9002  
RECEIVED  
MDCD-OWD

AUG 27 2001

WORKFORCE TRANSITION

James Houck  
Director, Workforce Transition Unit MDCD  
201 North Washington Square Victor Building,  
5th Floor  
Lansing, MI 48913

Re: **Official Notice Pursuant to the Worker Adjustment and Retraining Act of 1988 ("WARN")**

Dear Mr. Houck:

This letter is to inform you that Vaungarde, Inc., plans to close its Owosso, Michigan facility. The notice is being provided to comply with the federal Worker Adjustment and Retraining Notification (WARN) Act.

The employment site, which will be closed, is Vaungarde's facility at 1000 Bradley St, Owosso, Michigan. The closing will result in a loss of employment for individuals employed at the site. The plant closing and resulting separations are expected to be permanent.

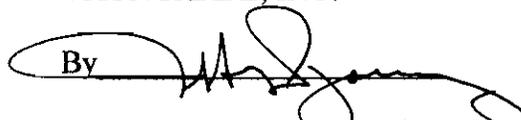
The expected date for the first separations is August 27, 2001, or within 14 days thereafter. Hourly associates will be notified on August 24<sup>th</sup> and salaried associates will be notified on August 29<sup>th</sup> following review of a re-structuring plan. The last separations are expected to occur on or before Sept 10, 2001. Enclosed with this letter is a list showing the job classifications affected and the number of affected employees in each classification. There may be bumping rights available to the employees involved.

Vaungarde regrets the necessity of this decision. The decision to permanently close the facility was made only after the company's major customer decided to pull all of its work out of the plant. Vaungarde also made an extensive search for new business to avoid the shutdown. Regrettably, due to the current economic climate, we were unable to locate sufficient replacement work.

For further information, please contact Jeff Young, at 989-725-8127.

Sincerely,

VAUNGARDE, INC.

By   
Its VP, GENERAL MANAGER.