

April 8th, 2014

«First» «Last»

«Street»[Home Address Line 2]

«City», «State» «zip»

Re: WARN Act Notice

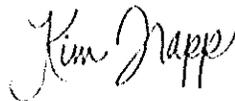
Dear «First»:

This Notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act of 1988, which requires employers in specified circumstances to provide advance notice of certain layoffs and plant closures.

This is to advise you that beginning on June 7th, 2014 Enovate Medical located at 7820 N. Lilley Road, Canton, MI 48187 will permanently close the entire facility. The first layoff is expected to begin on June of 2014, and it is expected that your employment with Enovate will end «Exit_Date_Text» on or about that date. You will have no bumping rights to replace other Enovate employees at this or any other location.

We know this is a difficult time. We thank you for all of your efforts on behalf of Enovate. If you have any questions or would like further information about this matter, please contact me, Kim Trapp, at (615) 896-1652, ext. 164.

Sincerely,



Kim Trapp

Vice President of Human Resources