



October 30, 2008

Deborah Hennessey
Michigan Department of Labor and Economic Growth
Bureau of Workforce Programs
Workforce Transition Division, Rapid Response Section
201 North Washington Square, 5th Floor
Lansing, MI 48913

Re: WARN Notification for Cadence Innovation LLC

Dear Ms. Hennessey,

Please accept this letter as the official WARN notification for the closing and / or sale of the Cadence Innovation LLC employment sites. The name and addresses of these locations are listed below:

Cadence Innovation – Chesterfield
26090 23 Mile Road
Chesterfield Township, MI 48051

Cadence Innovation – Test Lab
33710 Doreka
Fraser, MI 48026

Cadence Innovation - Groesbeck
35135 Groesbeck
Clinton Twp, MI 48035

Cadence Innovation – Hartford City
1701 W. McDonald St.
Hartford City, IN 47348

Cadence Innovation - Headquarters
977 East 14 Mile Rd.
Troy, MI 48083

Cadence Innovation - Hillsdale
29 Superior St.
Hillsdale, MI 49242

Cadence Innovation - Malyn
17400 Malyn
Fraser, MI 48026

Cadence Innovation – Masonic
17085 Masonic
Fraser, MI 48026

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Cadence Innovation – Processing Center
17741 Malyn
Fraser, MI 48026

In the event that a sale is not realized the employment sites listed above are scheduled to close on December 30, 2008. The employees will be notified on Friday, October 31, 2008.

If you have any questions regarding this matter, please contact Ronda Coogan, Senior Vice President of Human Resources at (248) 457-4737.

Sincerely,

A handwritten signature in black ink, appearing to read "Ronda B. Coogan".

Ronda B. Coogan

Senior Vice President, Human Resources
Cadence Innovation LLC