

# JCIM, LLC

# COPY

August 1, 2008

**Certified Mail, Return Receipt Requested**

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

Dear Ms. Hennessey:

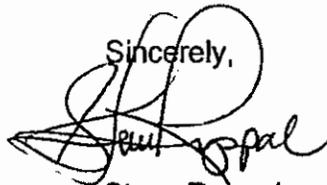
**Re: JCIM, LLC**

JCIM, LLC will be permanently closing its facility located at 1111 South Colling Road, Caro, Michigan 48723. The effective date of the closing will be September 29, 2008 or within 14 days thereafter, at which time the employment of all employees will terminate on a permanent basis. While some of our employees are represented by a Union, there are no applicable bumping rights for any of the affected employees. The name of the Union that represents some of the affected employees is USW Local 6222. The name and address of the Union's Representative is Mike Flora, USW District 2 - Local 6222, 503 North Euclid Avenue, Bay City, Michigan 48706.

The job titles and the approximate number of employees in each job classification affected by the closing are specified in the Schedule attached to this letter. All terminated employees will be paid all earned wages and agreed-upon fringe benefits upon termination.

For further information regarding this matter, please contact me at (989) 673-3157.

Sincerely,



Steve Ruppel  
JCIM - Plant Manager

Caro, MI

Job Titles	Total #
Blow Mold Operator	67
Blow Mold Supervisor	4
Die Setter	7
Human Resources Coordinator	1
Human Resources Manager	1
Maintenance	7
Maintenance Manager	1
Material Manager	1
Mold Operator	26
Molding Supervisor	3
Plant Manager	1
Process Engineer	2
Production Manager	2
Purchasing Coordinator	1
Quality	4
Quality Engineer	2
Quality Manager	1
Scheduler	1
Shipping and Receiving Supervisor	1
Utility	19
Warehouse	8