

# LEN INDUSTRIES, INC.

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September 11, 2008

**CERTIFIED MAIL**  
**RETURN RECEIPT REQUESTED**

**RECEIVED**

Ms. Chong-Anna Canfora, Director  
Rapid Response Section  
Michigan Department of Labor & Economic Growth  
611 West Ottawa Street, 4<sup>th</sup> Floor  
P.O. Box 30004  
Lansing, Michigan 48909

SEP 16 2008

RAPID RESPONSE  
WORKFORCE PROGRAMS

Dear Ms. Canfora:

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN") which requires employers to give official notice of a pending mass layoff and/or plant closing. Len would like to provide as much notice as possible to its employees, representatives of its employees and affected governmental units of the forthcoming layoffs.

Several of Len's major customers have experienced reduced sales and a decline in market share. Len Industries has been unable to obtain enough new business to replace the loss of existing business. Accordingly, it is with regret that I must advise you that the company has decided to substantially reduce operations. As a result, we anticipate that the company will permanently lay off approximately 50 employees as of June 2, 2008 over the next few months. The actual schedule of layoffs after the initial layoffs has not been finalized at this time.

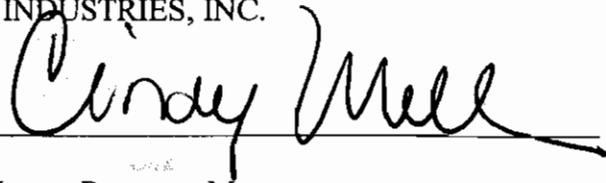
Accordingly, notification is given as follows:

1. Len Industries, Inc., 815 Rice Street, Leslie, Michigan 49251 will be laying off approximately 50 employees with the first layoffs scheduled to begin on or after June 2, 2008.
2. There are a total of approximately 155 regular full time employees in the company at the Leslie facility.
3. This action is because of overcapacity and reduced sales to major customers.

4. The local contact person is Cindy Wells, Human Resource Manager, telephone # (517) 589-8241. She can be contacted at this number or at the address listed above.
5. All affected employees have been notified.
6. This plant is a non-union facility.
7. A list of the job titles of positions to be affected, the number of employees in each classification, a list of names of employees, the projected layoff date and other relevant information will be maintained at the plant.
8. Bumping rights do not exist within the plant.

Any further questions should be directed to the undersigned.

LEN INDUSTRIES, INC.

By: 

Human Resource Manager