



SKD Automotive Group  
1450 W. Long Lake Rd.  
Suite 210  
Troy, Michigan 48098

VIA Email hennesseyd@michigan.gov

Deborah Hennessey  
State of Michigan Rapid Response Coordinator  
Michigan Department of Labor and Economic Growth  
Bureau of Workforce Programs  
Workforce Transition Division, Rapid Response Section  
201 N. Washington Square, 5<sup>th</sup> Floor  
Lansing, Michigan 48913

November 12, 2008

Dear Ms. Hennessey,

SKD Automotive ("Company") has recently developed plans to restructure certain operations based at the Company's facilities located at 1450 W. Long Lake Rd., Suite 210, Troy, Michigan 48098 and 260 Gaige St, Jonesville, Michigan 49250. Consistent with these plans, employment separations in connection with the shutdown of operations are expected to commence on or about January 10, 2009. We anticipate that these plans, when finalized, would be permanent.

At this time, the Company anticipates that groups of affected employees would be separated from employment effective January 10, 2009, or during the 14 day period that begins on that date. A list of job titles, the number of affected employees currently holding affected positions, and the dates of separation that are currently known accompanies this letter as Attachment 1. The affected employees are not represented by any labor organization. Bumping arrangements are not available for affected employees.

This announcement and the above timetable are based on the best information currently available. However, various factors may still affect the timing of any employment separations. You will be informed of any significant changes in these plans as additional information becomes available. To the extent that the above actions may constitute a plant closing or mass layoff for purposes of the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill any requirements imposed under the Act. By providing this information, the Company does not concede that the Act applies or that notice is otherwise required. Should you have any questions concerning this announcement, please contact Jeff Daniel, Vice President of Operations, 248-641-3115.

Very Truly Yours,

Ross E. Pechta  
Human Resources Manager

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NOV 12 2008  
12:00  
12:00

RAPID RESPONSE  
WORKFORCE PROGRAMS



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ATTACHMENT #1 TROY

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by the restructuring of the Company's operations located at 1450 W. Long Lake Rd, Troy, Michigan 48098.

Job Position Eliminations Currently Scheduled to Occur Effective January 10, 2009

JOB TITLE	NUMBER OF EMPLOYEES
V.P. Operations	1
V.P. Project Management	1
Director of Manufacturing Services	1
Director of Sales	1
Director of Quality	1
Purchasing Manager	1
Materials Manager	1
Trans 4M Project Manager	1
Manager of Processing & Technology	1
Office Manager	1
H. R. Manager	1
Advanced Program/Process Mgr.	1
Quality Manager	2
Quality Engineer	2
Engineering Supervisors	2
Engineering Administrator	1
Product & Design Manager	1
Automation Engineer	1
Project Engineers	2
Process Manager	1
Program Manager	3
Design/FEA Engineer	2
Product Engineer/Designer	4
CAD Administrator	1
Data Coordinator	1
Sales Managers	2
Account manager	6
Sales & Engineering Representative	2
Sales Coordinator	1

Troy Job Titles Page 2

Accountant	1
Payroll Administration	2
Systems Administration	3
Buyer/Purchasing	3

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