

# A.M.S.E.A., Inc.

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2111 W. Thompson Rd.  
Fenton, MI 48430  
(810) 750-7600 • FAX (810) 750-7604

**RECEIVED**

June 29, 2005

JUL 01 2005

**RAPID RESPONSE  
WORKFORCE PROGRAMS**

Deborah E. Hennessey, Section Chief  
Rapid Response Section  
Bureau of Workforce Programs  
Michigan Department of Labor & Economic Growth  
Victor Office Center - 5<sup>th</sup> Floor  
201 N. Washington Square  
Lansing, MI 48913

Dear Ms. Hennessey,

Our manufacturing facility in Fenton, Michigan will be relocating to Tennessee sometime early next year. I have enclosed our WARN notice for your records.

If you have any questions, or require any additional information from us, please contact me at (810) 750-7600.

Sincerely,

*Melissa D. Roberts*

Melissa D. Roberts  
Human Resources Manager

Notice given  
to all employees  
on 6/30/05 + 7/1/05.  
Attached to employee  
paychecks. Melissa D. Roberts

## WARN Notice

### NOTICE OF LAYOFF TO AFFECTED EMPLOYEES PURSUANT TO THE WORKER ADJUSTMENT AND RETRAINING NOTIFICATION (WARN) ACT

To: \_\_\_\_\_  
Name of Employee Position

Date: \_\_\_\_\_

As has been previously announced, A.M.S.E.A., Inc. will experience a reduction in its workforce, and all employees at A.M.S.E.A., Inc. will experience layoffs, as a result of a plant relocation and corporate-wide reorganization. This notice, which is issued in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, is to inform you that you are likely to be laid off due to the loss of business revenue and related reorganization. The purpose of this notice is to provide you with the answers to some questions that you may have regarding your layoff so that you can prepare to locate other employment. The information provided below represents the best information available to the company at the time this notice was issued.

- 1. Is my layoff going to be permanent or can I expect to be recalled to employment at some time in the future?*

At this time, you should consider your layoff to be permanent. There will be no manufacturing operations in Michigan and no A.M.S.E.A. employee who is being laid off should count on being recalled to employment with the Company.
- 2. When will the layoffs begin and when am I likely to be laid off?*

A.M.S.E.A. expects layoffs to begin around August 1, 2005. The layoffs will come in stages, depending upon the need for workers as the company moves towards relocation. Your employment is likely to end around December 31, 2005 through March 31, 2006, but your layoff may be sooner or later, again depending upon the business need to maintain workers.
- 3. Do I have any right to "bump" other employees from their jobs based on my seniority with the company?*

A.M.S.E.A. does not recognize strict seniority rights, but may take seniority, as well as job classification, into consideration as a factor in determining which employees to lay off and the timing of each employee's layoff.
- 4. What locations will be affected?*

Both Fenton locations:  
2111 W. Thompson Road Fenton, MI 48430  
2040 W. Thompson Road Fenton, MI 48430

5. *Will the company be providing any severance benefits to employees who are laid off?*  
The company will not be providing severance pay to employees being laid off.

6. *Who can I contact for further information?*  
If you have further questions or need additional information, you may contact Melissa Roberts or Andy Billman at (810) 750-7600.