

CAPARO

VEHICLE COMPONENTS INC.

44700 Grand River Ave. • PO Box 709 • Novi, MI, 48376-0709 • 248.348.0400 • www.caparo.com

August 1st, 2012

Via Facsimile and U.S. Mail

Ms. Stephanie Beckhorn
Manager- Workforce Investment Act
State of Michigan
Workforce Dev. Agency--Rapid Response Section
Victor Office Center, 3rd Floor
201 North Washington Square
Lansing, MI 48913

RECEIVED

AUG 02 2012

WIA
WORKFORCE PROGRAMS

Re: WARN Notification regarding Caparo Vehicle Components Inc.

Dear Ms. Beckhorn:

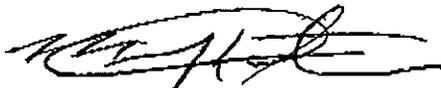
Caparo Vehicle Components Inc. (the "Company") is providing you with this notice pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), 29 USC § 2101 et. seq., which requires employers to give official notice to employees and certain governmental units or officials of an impending plant closing.

The Company was in the process of finalizing the terms for sale of the business that it reasonably believed would have allowed the Company to continue operations. Unfortunately, the buyer is unexpectedly unwilling to proceed with the sale due to the lack of commitment by customers. This has caused the Company's customers to exercise their right to resource orders and move tooling beginning immediately. As a result of these unexpected business circumstances, the Company expects that it will be forced to shut down and is unable to give 60 days notice of closing. The Company expects that its facilities located at 44700 Grand River Ave., Novi, MI 48376 and 44500 Grand River Ave., Novi, Michigan 48376 will be permanently closed.

The Company expects that it will close its operations between August 17, 2012 and August 31, 2012. The last day of employment for affected employees is anticipated to be August 17, 2012 or within the two week period thereafter, which would be by August 31, 2012. The affected employees are non-union and no "bumping" rights exist. The job classifications and the current number of affected employees are contained in the attached list.

If you should have any questions, please contact Cassandra Hickens, Sr. Manager-Human Resources, at Caparo Vehicle Components Inc. at (248) 348-0400.

Sincerely,



Michael Dustmann
Caparo Vehicle Components Inc

Caparo Vehicle Components

Hourly Permanent Employees

Press Operators	27
General Labor	51
Quality Inspectors	9
Maintenance	3
Tool Room	13
Hilo Drivers	6
Shipping/Receiving	12
Team Leaders	12
Weld Technicians	4
Total	137

Salaried Permanent Employees

Operations	14
SG&A	11
Clerical	3
Total	28

Hourly Temporary Employees

General Labor	96
Clerical	6
Team Leaders	3
Total	105