



April 6, 2006

RECEIVED

Workforce Transition Unit  
Michigan Department of Career Development  
And Workforce Programs  
Victor Office Center, 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, Michigan 48913

APR 10 2006

WORKFORCE PRO & DEV. DIV  
WORKFORCE PROGRAMS

**Re: Notice of Termination of Insert Production Operations**

**To Whom It May Concern:**

Please be advised that Carboloy Inc. will terminate its insert production operations effective June 30, 2006, which is expected to be the last day of insert production operations. Carboloy Inc.'s Warren, Michigan production facility is located at 11177 East Eight Mile Road, Warren, Michigan, 48089. Accordingly, this notice is to advise you of the impending layoff of approximately 80 bargaining unit employees pursuant to the Worker Adjustment and Retraining Notification Act (WARN).

These layoffs will be permanent. However, the Company will be continuing to operate the warehouse at 11177 East Eight Mile Road, also in Warren, Michigan. The production employees and the warehouse employees at these two facilities are represented by UAW Local 771. Notification of this layoff has been provided to the following Union Representatives:

Mike Michniak, President, UAW Local 771  
Bill Costie, Vice President, UAW Local 771

Since the collective bargaining agreement provides for "bumping" and "transfer" rights, we are in the process of meeting with the Union to determine which employees will actually suffer the layoff. Employees who are not represented by the UAW, but who will be laid off, will receive individual layoff notices.

Should you have any questions concerning this notice, you may contact me on 586-497-5300, or write a letter addressed to me at the following address:

Carboloy Inc.  
11177 East Eight Mile Road  
Warren, Michigan 48089

Sincerely,  
  
Carol J. Gabris  
Director, Human Resources