



October 1, 2002

Fadhila Al-Tai
2179 Lovington Apt 208
Troy, MI 48083

950 E. Whitcomb
Madison Heights, MI
48071-5612

800.275.2527
248.583.4799 fax
www.codesystems.com

Dear Fadhila Al-Tai;

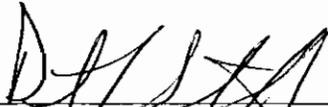
You are hereby notified that there will be a mass layoff of Code Systems Inc. employees at the facility located at 950 East Whitcomb Avenue, Madison Heights, Michigan, commencing at the end of business on November 30, 2002. The mass layoff is based on the current and future operational needs of the company and the selection of those employees being terminated is not based on seniority or bumping rights.

As a result of such mass layoff, your employment with Code Systems Inc. will permanently terminate at the end of business on November 30, 2002.

If you have any questions or require further information, please feel free to contact me.

Very truly yours,

CODE SYSTEMS, INC.

By 
Peter Stouffer, President

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MDCD-OWD

OCT - 4 2002

WORKFORCE TRANSITION

cc: Edward C. Swanson, Madison Heights Mayor
James Houck, State of Michigan's Official