



**Collins & Aikman**  
St. Joseph Plant Automotive Interior Systems  
211 Kerth Street • St. Joseph, MI 49085  
Office: (269) 983-5523 • Fax: (269) 983-3853

September 4, 2003

Ms. Deborah Hennessey  
Director of Worker Transition  
Michigan Department of Career Development  
201 N. Washington Square  
5<sup>th</sup> Floor, Victor Office Center  
Lansing, MI 48913

Dear Ms. Hennessey

Pursuant to Section 3(a) of the Worker Adjustment and Retaining Notification Act (the "Act"), you are hereby notified that a plant closing and subsequent reduction in force will occur. These actions are in response to the current business conditions and an expected reduction in our customer's volumes and plant consolidation. In accordance with U.S. Department of Labor rules, you are advised of the following details:

- 1) A plant closing will occur at the Collins & Aikman, St. Joseph plant located at 211 Kerth St. Joseph, MI 49085.
- 2) Our first separations are expected to commence within 14-day period from November 3, 2003, through November 17, 2003 with approximately 50 employees affected. These planned actions are expected to be permanent.
- 3) Subsequent reductions will occur in November and December 2003, with a final closing projected by year-end.

This has been a very difficult decision for the Company to make; however, after analyzing the current business climate and in response to expected customer reductions, we have no alternative but to take these actions.

If you need further information regarding layoff schedule, contact Isabel Gonzalez, Human Resources Manager at (269) 985-4709.

Sincerely,  
  
Jeffrey W. Schook  
Plant Manger