

JUN 10 2004

WORKFORCE TRANSITION

June 8, 2004

Mayor James Graham
Portage City Hall
7900 South Westnedge Avenue
Portage, MI 49002

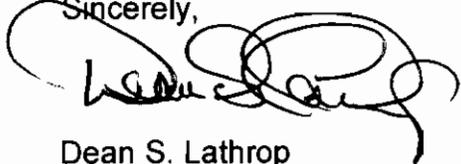
Ms. Deborah Hennessey
Department of Labor and Economic Growth
Rapid Response Section
5th Floor – Victor Office Center
201 North Washington Square
Lansing, MI 48913

Re: W.A.R.N. Act Notice

This notice will inform you that as required by the Workers Adjustment and Retraining Act (W.A.R.N. Act), 29 USC Section 2101, et seq., D & L Industrial Services, Inc. ("D & L") will be terminating employees as part of a mass layoff (as defined by the W.A.R.N. Act). D & L provides the following information pursuant to the W.A.R.N. Act.

- The employment site where the mass layoff will occur is D & L Industrial Services, Inc., at 6765 Quality Way, Portage, Michigan 49002.
- There will be 107 affected employees whose terminations will occur on July 9, 2004.
- The anticipated action resulting in loss of 107 employment positions at D & L is due to business circumstances which were not reasonably foreseeable and which are outside of D & L's control. One of D & L's major maintenance and janitorial contracts was unexpectedly terminated.
- A large customer contract with D & L was unexpectedly terminated. Accordingly, D & L is providing less than 60 days' notice. Where there are business circumstances which are not reasonably foreseeable, a full 60 days' advance notice cannot be provided.
- The name and telephone number of the D & L company official to contact for further information is Ms. Sharri L. Hoyt at (269) 327-3331.

Sincerely,



Dean S. Lathrop
President
D & L Industrial Services, Inc.