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WORKFORCE TRANSITION

2930 Auburn Road  
Rochester Hills, Michigan 48309  
Telephone (248) 853-3122  
Facsimile (248) 853-6135

October 27, 2004

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

SUBJECT: NOTIFICATION OF LAYOFF PURSUANT TO WARN ACT

Dear Ms. Nennessey:

Under the terms of the Worker Readjustment and Retraining Notification Act notice is hereby given that Eagle Ottawa, 2930 Auburn Road, Rochester Hills, Michigan 48309, will experience mass layoffs resulting in permanent loss of employment.

The mass layoffs will result in a permanent loss of employment for approximately 75 employees on or about March 15, 2005.

For additional information or questions, please contact me at (248) 844-1331.

Sincerely,

A handwritten signature in black ink that reads "Ted H. Marsh II".

Ted H. Marsh II, PHR  
Human Resources Manager