



Corporate Headquarters
506 S. Huron Street
Ypsilanti, MI 48197
734-547-5207
734-483-9810 FAX

RECEIVED
MDCD-OWD

DEC 10 2002

WORKFORCE TRANSITION

December 6, 2002

Mr. James Houck, Director
Workforce Transition Unit
Michigan Department of Career Development
201 N. Washington Square
Victor Office Center, 7th Floor
Lansing, MI 48913

Re: Layoffs /WARN Notice

Dear Mr. Houck:

This letter shall serve as notice pursuant to the Worker Adjustment and Retraining Notification Act (the "WARN Act"), 29 U.S.C. §2101, *et. seq.*, that Exemplar Manufacturing Company ("Exemplar") will be permanently laying off 57 employees from its Michigan plant located at 506 S. Huron, Ypsilanti, Michigan 48197, beginning on December 3, 2002.

This layoff is the result of unforeseeable business circumstances related to a decision made by a major customer to no longer require Exemplar to meet any new releases. Exemplar received notice of this decision late yesterday. As a result, the plant lost approximately 60% of its business. In addition, the Company has undertaken numerous attempts to obtain additional business and/or capital, which, if obtained, would have enabled Exemplar to avoid or postpone any layoffs. Exemplar, in good faith, believed that giving earlier notice would have precluded Exemplar from obtaining the needed capital and/or business.

A list of the affected employees is attached with their respective layoff dates indicated. The employees affected have no bumping, transfer or reassignment rights. Certain of the employees are represented by UAW Local Union 174, whose representative is Bruno Duchaine, New West Side Local 174, 29541 Van Born Road, Romulus, Michigan 48174.

This notice is being provided pursuant to the WARN Act, including 29 U.S.C. §2101(b)(1) and (2)(A), which requires employers to give notice to certain governmental agencies or officials of a mass layoff or plant closing. Should you have any questions, please contact Yvonne Hambright, Personnel Director, Exemplar Manufacturing Company, 506 South Huron Street, Ypsilanti, Michigan 48197, (734) 483-5070, ext. 254.

Very truly yours,

Exemplar Manufacturing Company

By: 
Yvonne Hambright, Personnel Director



Corporate Headquarters
506 S. Huron Street
Ypsilanti, MI 48197
734-547-5207
734-483-9810 FAX

RECEIVED
MDC D-OWD

DEC 10 2002

WORKFORCE TRANSITION

December 6, 2002

Mr. James Houck, Director
Workforce Transition Unit
Michigan Department of Career Development
201 N. Washington Square
Victor Office Center, 7th Floor
Lansing, MI 48913

Re: Layoffs /WARN Notice

Dear Mr. Houck:

This letter shall serve as notice pursuant to the Worker Adjustment and Retraining Notification Act (the "WARN Act"), 29 U.S.C. §2101, *et. seq.*, that Exemplar Manufacturing Company ("Exemplar") will be permanently laying off 22 employees from its Michigan plant located at 506 S. Huron, Ypsilanti, Michigan 48197, beginning on December 6, 2002.

This layoff is the result of unforeseeable business circumstances related to a decision made by a major customer to no longer require Exemplar to meet any new releases. Exemplar received notice of this decision late yesterday. As a result, the plant lost approximately 60% of its business. In addition, the Company has undertaken numerous attempts to obtain additional business and/or capital, which, if obtained, would have enabled Exemplar to avoid or postpone any layoffs. Exemplar, in good faith, believed that giving earlier notice would have precluded Exemplar from obtaining the needed capital and/or business.

A list of the affected employees is attached with their respective layoff dates indicated. The employees affected have no bumping, transfer or reassignment rights. Certain of the employees are represented by UAW Local Union 174, whose representative is Bruno Duchaine, New West Side Local 174, 29541 Van Born Road, Romulus, Michigan 48174.

This notice is being provided pursuant to the WARN Act, including 29 U.S.C. §2101(b)(1) and (2)(A), which requires employers to give notice to certain governmental agencies or officials of a mass layoff or plant closing. Should you have any questions, please contact Yvonne Hambright, Personnel Director, Exemplar Manufacturing Company, 506 South Huron Street, Ypsilanti, Michigan 48197, (734) 483-5070, ext. 254.

Very truly yours,

Exemplar Manufacturing Company

By: 
Yvonne Hambright, Personnel Director



Corporate Headquarters
506 S. Huron Street
Ypsilanti, MI 48197
734-483-5070
734-483-9810 FAX

December 23, 2002

RECEIVED
MDCD-OWD
DEC 26 2002
DIRECTOR'S OFFICE

Mr. James Houck, Director
Workforce Transition Unit
Michigan Department of Career Development
201 N. Washington Square
Victor Office Center, 7th Floor
Lansing, MI 48913

Re: Exemplar Manufacturing Company

Dear Mr. Houck:

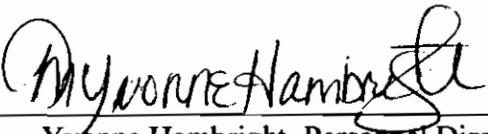
This letter shall serve as notice that Exemplar Manufacturing Company ("Exemplar") will be postponing the permanent layoff of ten (10) hourly employees from its Michigan plant located at 506 South Huron Street, Ypsilanti, Michigan 48197.

We previously sent you a letter notifying you that these employees would be permanently laid off on December 20, 2002. We have just determined that the shutdown will occur on December 23, 2002. As a result, the employees identified on the enclosed list will be permanently laid off on that date. As previously indicated, these employees have no bumping, transfer, recall or reassignment rights.

If you have any questions, please contact Yvonne Hambright, Personnel Director, Exemplar Manufacturing Company, 506 South Huron Street, Ypsilanti, Michigan 48197, (734) 483-5070, ext. 254.

Very truly yours,

EXEMPLAR MANUFACTURING COMPANY

By: 
Yvonne Hambright, Personnel Director

/ck