



**GREDE FOUNDRIES, INC.**  
*Casting Integrity*

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May 4, 2009

FAX: (517) 373-4648  
Chong-Anna Canfora, Director  
Rapid Response Section  
Michigan Department of Labor & Economic Growth  
611 West Ottawa Street, 4<sup>th</sup> Floor  
Lansing, MI 48933

FAX: (906) 774-7093  
Mayor Michael Flaminio  
Kingsford City Hall  
305 S. Carpenter  
Kingsford, MI 49802

Dear Director Canfora and Mayor Flaminio:

Due to the continued downturn in the economy and the substantial reduction in production at Grede Foundries, Inc. - Iron Mountain Foundry located at 801 S. Carpenter Ave., Kingsford, MI, the Company has laid off a total of 148 employees between December 19, 2008, and May 8, 2009.

The positions of employees affected and the number of employees in each position are attached along with the effective date of each layoff. None of these employees are represented by a union and no bumping rights exist.

When determining that the layoffs were necessary, we anticipated they would be short term and that we would recall employees within six months. However, based on recent order cancellations and the unexpected duration of the recent economic downturn, we are now unable to predict when the economy will improve and customers will start ordering more castings. As a result, it is now likely these employees may be laid off for six months or more. Therefore, we are providing this notice pursuant to applicable state and federal law.

Grede continues to pursue new work for the plant and intends to recall employees from layoff status as soon as sales volumes permit such return.

If you have any questions or concerns about this letter, please feel free to contact me by email at [merickson@grede.com](mailto:merickson@grede.com) or by phone at (906) 779-0204.

Sincerely,

Mark Erickson  
Human Resources Manager  
Grede Foundries, Inc. – Iron Mountain Foundry

Enc.

**Grede Foundries, Inc. - Iron Mountain Foundry**  
**Reduction in Force**

RIF Effective Date	Number of Employees				TOTALS
	Administration/ Management	Clerical/ Technical	Maintenance	Production	
12/19/2008	0	6	4	9	19
12/20/2008	0	0	0	1	1
1/9/2009	0	0	1	13	14
1/10/2009	0	0	1	1	2
1/11/2009	2	0	0	0	2
1/21/2009	0	0	0	1	1
1/23/2009	0	0	5	25	30
1/24/2009	0	1	0	12	13
2/6/2009	0	0	0	3	3
2/10/2009	0	0	0	1	1
2/13/2009	0	0	0	1	1
2/19/2009	0	0	0	1	1
2/20/2009	0	0	0	8	8
3/6/2009	1	0	0	4	5
3/7/2009	0	0	0	2	2
3/20/2009	0	0	0	1	1
3/27/2009	0	0	0	2	2
4/17/2009	0	0	0	2	2
4/30/2009	0	0	0	1	1
5/1/2009	0	0	2	25	27
5/2/2009	1	1	2	6	10
5/6/2009	0	0	0	1	1
5/8/2009	0	0	1	0	1
<b>TOTALS</b>	<b>4</b>	<b>8</b>	<b>16</b>	<b>120</b>	<b>148</b>