



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

CORPORATE OFFICE  
P.O. Box 26499  
Milwaukee, WI USA 53226-0499  
Phone 414.257.3600  
Fax 414.256.9399  
grede@grede.com  
www.grede.com

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>



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

IRON MOUNTAIN FOUNDRY  
801 South Carpenter Avenue  
Kingsford, MI USA 49802-5594  
Phone 906.774.7250  
Fax 906.779.0228  
grede@grede.com  
www.grede.com

June 1, 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 reductions in production orders at Grede Foundries, Inc. – Iron Mountain Foundry located at 801 S. Carpenter Ave., Kingsford, MI, the Company has been forced to conduct layoffs between December, 2008, and May, 2009. At the time of said layoffs, the Company anticipated they would be temporary in nature, would not exceed six months in duration, and would be sufficient to address the downturn in production orders, making further layoffs unnecessary.

Unfortunately, based on recent order cancellations and the unexpected during of the current economic downturn, we are now unable to predict when the economy will improve and customers will start ordering more castings. On May 4, 2009, we advised you of this situation as it affected 148 employees. As a result of further order reductions, we were required to lay off an additional ten production employees on May 29, 2009. While the duration of these layoffs is uncertain, it may exceed six months. Employees at the Iron Mountain Foundry are not represented by a union and do not have bumping rights. This notice is being provided pursuant to applicable state and federal law.

Grede intends to recall employees from layoff status as soon as sales volumes permit such return. We continue to pursue new work for the plant and will contact employees directly as soon as possible when they can return to work.

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

**RECEIVED**

JUN 05 2009

RAPID RESPONSE  
WORKFORCE PROGRAMS

COPY

RECEIVED

[NOTICE FOR CHIEF ELECTED OFFICIAL AND STATE DISLOCATED  
WORKERS UNIT]

NOV 10 2009

November 9, 2009

RAPID RESPONSE  
WORKFORCE PROGRAMS

VIA FEDERAL EXPRESS

Mayor Shirley Seney  
287 E. Huron Ave.  
Vassar, MI 48768

VIA FEDERAL EXPRESS

Chong-Anna Canfora, Director  
Rapid Response Section  
Michigan Department of Labor and  
Economic Growth  
611 West Ottawa Street, 4<sup>th</sup> Floor  
Lansing, MI 48933

Re: WARN Act Notice

Dear Mayor Seney and Director Canfora:

Grede Foundries, Inc. ("Grede") has decided to close its facility located at 700 East Huron Avenue, Vassar, MI 48768 ("Vassar Foundry"). Pursuant to the requirements of the Workers Adjustment and Retraining Notification Act of 1988, Grede hereby formally communicates notice to you that the entire employment site will be closed at the aforementioned facility.

The closing is expected to be permanent. All employees will be separated during a fourteen (14) day period beginning on January 9, 2010. There are no bumping rights in existence for employees except for those in the bargaining unit represented by the below-referenced union.

Most of the affected employees at the facility are represented by Local 564 of the United Steelworkers Union. Mr. Harvey Roles is the president of the local union. His address is 700 East Huron Avenue, Vassar, MI 48768. Mr. Leo Gerard is the president of the international union. His address is Five Gateway Center, Pittsburgh, PA 15222.

A total of approximately 178 employees will be affected by this closing. All job titles and positions at the employment site will be affected. Enclosed is a list of names of the employees, each employee's expected date of separation, the job titles of the positions to be affected, and the number of affected employees in each job classification at the employment site.

Also, please be advised that Grede is currently in active negotiations with a potential buyer to purchase the Vassar Foundry as an ongoing concern. If such negotiations are successful, it is anticipated that many of the Vassar Foundry employees may be offered employment with the buyer at the facility. Of course, details of the sale are still being negotiated.

If you have any questions regarding this letter, please contact Brian Tenny, Human Resources Manager – Vassar Foundry, at (989) 823-7484, or by email at [btenny@grede.com](mailto:btenny@grede.com).

Sincerely,

Eric Ek  
President & CRO  
Grede Foundries, Inc.