



**Henkel Surface Technologies**

March 19, 2002

**VIA FIRST CLASS MAIL**

Michigan Unemployment Agency  
Consumer and Industry Services  
8775 Ronda Drive  
Canton, Michigan 48187

Dear Sir or Madam:

Henkel Surface Technologies has developed plans to permanently shut down the facility located at 12801 Newburgh, Livonia, Michigan 48150. Consistent with these plans, employment separations are expected to begin on or about May 1, 2002. We anticipate that these plans, when finalized, would be permanent and they would involve the entire facility.

At this time, the Company anticipates that a group of affected employees will be laid off or have their employment terminated during a seven month period commencing on May 1, 2002 with final lay offs around November 15, 2002. A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any material changes or as additional information becomes available.

If you have any questions or desire additional information, please contact me at (586) 497-7635.

Very truly yours,

**HENKEL SURFACE TECHNOLOGIES**

Judy McIntyre  
Human Resource Manager

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MAR 22 2002

*Mrs. 767-0836*

*Called Ron  
3-29-02 to  
inform*



**HENKEL SURFACE TECHNOLOGIES**

**ATTACHMENT A**

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by a shutdown of Henkel Surface Technologies' operation[s] located at 12801 Newburgh, Livonia, Michigan 48150.

**Job Position Eliminations Tentatively Scheduled To Occur During a 7 Month Period Commencing on May 1, 2002.**

<b>Chemical Operator</b>	<b>8 employees</b>
<b>Team Leader</b>	<b>1 employee</b>
<b>Quality Control Supervisor</b>	<b>1 employee</b>
<b>Quality Control Chemist</b>	<b>1 employee</b>
<b>Sr. Quality Control Technician</b>	<b>1 employee</b>
<b>Material Coordinator</b>	<b>1 employee</b>
<b>Inventory Control Clerk</b>	<b>1 employee</b>
<b>Administrative Assistant</b>	<b>1 employee</b>

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