



Truth Hardware
700 West Bridge Street
Owatonna, MN 55060

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WORKFORCE TRANSITION

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January 30, 2004

Michigan Department of Career Development
Workforce Transition Unit
5TH Floor – Vistor Office Center
201 North Washington Square
Lansing, MI 48913

VIA FACSIMILE &
FIRST CLASS MAIL

Re: WARN Act Notice
Keeler Die Cast – Grand Rapids, MI

Dear Workforce Transition Unit:

Keeler Die Cast is expecting to engage in a mass layoff of employees and permanently close its facility located at 236 Stevens Street SW, Grand Rapids, MI 49507. Due to the anticipated mass layoff and plant closure, 92 employees represented by UAW Local 19, and 24 employees not represented by the Union will be permanently laid off according to the following schedule:

The first layoff period will be April 5, 2004 through April 18, 2004. Subsequent layoffs will occur per production demands of Keeler Die Cast's remaining customers.

The Grand Rapids facility is expected to permanently close on May 28, 2004. Peter M. Noel is the Local Union Bargaining Committee Chairperson and can be reached at 236 Stevens Street SW, Grand Rapids, MI. A listing of the job titles of job positions affected and the number of potentially affected employees in each job classification has been prepared and will be made available to you upon request. No bumping rights exist that would allow employees to transfer to another facility.

The schedule for the anticipated mass layoff could be extended should the production requirements of Keeler Die Cast's remaining customers change. As required, we will advise you of any changes.

If you have any questions or require additional information, please contact the following:

John Meyne
Human Resource Manager
Keeler Die Cast
Grand Rapids, MI

or

David E. Kenow
Vice President Human Resources
Truth Hardware Corporation
700 West Bridge Street
Owatonna, MN 55060

Sincerely,

Greg Wobschall
President
Truth Hardware Corporation