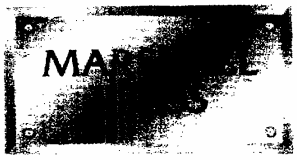

Division of S.H. Leggitt Co.

450 Leggitt Road
Marshall, Michigan 49068
(269) 781-3901
1-800-447-9513
FAX (269) 781-1112

RECEIVED

JUL 3 0 2008

RAPID RESPONSE
WORKFORCE PROGRAMS

VIA FIRST CLASS MAIL AND FACSIMILE (517) 373-4648

July 29, 2008

Chong-Anna Canfora, Director
Rapid Response Section
Michigan Department of Labor & Economic Growth
611 West Ottawa Street, 4th Floor
PO Box 30004
Lansing, MI 48909

Dear Ms. Canfora:

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 ("WARN").

Please be advised that Marshall Brass, a division of S.H. Leggitt Company, located at 450 Leggitt Road, Marshall, Michigan, 49068, will be laying off employees for at least six (6) months. Please note that at this time, Marshall Brass does not intend to close entirely.

Currently, forty-seven (47) employees are currently on temporary layoff and the Company had expected to be able to recall those employees in the near future. Importantly, although the Company would have preferred to provide employees with sixty (60) days advance notice as required by the WARN Act, it has just become clear that the current temporary layoffs are likely permanent, or at least will last longer than six (6) months. Moreover, although the Company is not able at this time to specifically identify any additional layoffs, it is possible that additional employees may also be laid off on a permanent and/or long-term basis.

Marshall Brass Company regrets that these long-term layoffs must occur. However, over eighty percent (80%) of the Company's business is directly connected to the housing market. The unpredictable, severe and significant decline in the housing market has caused an unexpected and unforeseen reduction in orders of two (2) key customers, Viega and Uponor. This loss of business has resulted in excessive inventories and diminished production requirements and caused the temporary layoffs to become permanent and/or long-term. Under the WARN Act, the sixty (60) day notice period may be shortened due to such unforeseen business circumstances.

The temporary layoffs mentioned above occurred on April 21, June 17, June 23, June 26, July 7, July 15, and July 21, 2008. Listed below is an itemization of the positions affected and the number of employees in each position:

Position	No. of Employees	Date of Initial Layoff
AA Set Up Operator	2	4/21/2008
AA Set Up Operator	6	7/07/2008
AA Set Up Operator	1	7/21/2008
A Set Up Operator	2	6/23/2008
A Set Up Operator	1	7/07/2008
B Operator	3	4/21/2008
B Operator	1	6/17/2008
B Operator	2	6/23/2008
B Operator	2	7/07/2008
Assembly	3	6/23/2008
Assembly	5	6/26/2008
Assembly	6	7/07/2008
Quality Inspector	1	6/23/2008
Inventory Control	1	7/07/2008
Brite Dip Operator	1	6/23/2008
Brite Dip Operator	3	7/07/2008
Utility	3	6/23/2008
Utility	2	7/07/2008
Secondary Operator	1	7/07/2008
Secondary Operator	1	7/15/2008

One hundred eight (108) employees at the facility are Unionized and the designated bargaining representative of these employees has been notified. Specifically, the Union representative is Mr. Phil Winkle of the International Union, United Automobile, Aerospace and Agricultural Workers of America (UAW), and Local Number 1294, located at 1002 E. South Street, Jackson, MI 49203. Mr. Winkle can be contacted at (517) 789-9900. Bumping rights will apply to Unionized employees pursuant the collective bargaining agreement applicable to those employees.

If you have any questions or need additional information, please contact the Human Resources office at (269)789-3140.

Sincerely,

Nichole King

Nichole King
HR Manger

450 Leggitt Road
Marshall, Michigan 49068
(269) 781-3901
1-800-447-9513
FAX (269) 781-1112

Division of S.H. Leggitt Co.

RECEIVED

AUG 29 2008

RAPID RESPONSE
WORKFORCE PROGRAMS

VIA FIRST CLASS MAIL AND FACSIMILE (517) 373-4648

August 27, 2008

COPY

Chong-Anna Canfora, Director
Rapid Response Section
Michigan Department of Labor & Economic Growth
611 West Ottawa Street, 4th Floor
PO Box 30004
Lansing, MI 48909

Dear Ms. Canfora:

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 ("WARN").

Please be advised that Marshall Brass, a division of S.H. Leggitt Company, located at 450 Leggitt Road, Marshall, Michigan, 49068, will be laying off additional employees permanently or for at least six (6) months. Please note that at this time, Marshall Brass does not intend to close entirely but does expect that the work force will be significantly reduced on a permanent basis.

As you know though my letter of July 29, 2008, the first permanent layoffs have already occurred as forty-seven (47) employees who were on temporary layoff were informed that their layoff was to be considered permanent. Additionally, the Company expects to permanently layoff more employees in the future as indicated above.

Marshall Brass Company regrets that these permanent or long-term layoffs must occur. However, over eighty percent (80%) of the Company's business is directly connected to the housing market. The unpredictable, severe and significant decline in the housing market has caused an unexpected and unforeseen reduction in orders of two (2) key customers, Viega and Uponor. This continued loss of business has resulted in excessive inventories and diminished production requirements and requires further staffing reductions. Under the WARN Act, the sixty (60) day notice period may be shortened due to such unforeseen business circumstances.

Aside from those employees who resign their positions or whose notices may be extended and/or rescinded, the additional layoffs are expected to occur between October 28, 2008 and December 31, 2008.

As this is not a complete shutdown at this time, bumping rights under the terms of the related collective bargaining agreement will apply. Listed below is an

itemization of the positions that will be affected and the number of employees in each position:

Position	No. of Employees	Expected date of Separation
Assembly	9	October 28, 2008
Secondary	3	October 28, 2008
Brite Dip	2	October 28, 2008
Utility	3	October 28, 2008
Quality	5	October 28, 2008
AA Set Up Operator	17	October 28, 2008
A Set Up Operator	4	October 28, 2008
B Operator	2	October 28, 2008
CNC Operator	2	October 28, 2008
Maintenance	6	October 28, 2008
Tool Maker & Repair	3	October 28, 2008
Shipping & Receiving	1	October 28, 2008
Inventory Control	3	October 28, 2008
General Manager	1	October 28, 2008
Administrative Assistant	1	October 28, 2008
Customer Service	1	October 28, 2008
Accounting Manager	1	October 28, 2008
Assembly Manager	1	October 28, 2008
Chemical Process Manager	1	October 28, 2008
CAD Operator	1	October 28, 2008
Safety Director	1	October 28, 2008
Tooling Engineer	1	October 28, 2008
Plant Manager	1	October 28, 2008
Tooling Supervisor & Trainer	1	October 28, 2008
Production Supervisor	3	October 28, 2008
Sr. Planner/Scheduler	1	October 28, 2008
Master Scheduler	1	October 28, 2008
Warehouse Supervisor	1	October 28, 2008
Purchasing Assistant	1	October 28, 2008
MRO Buyer	1	October 28, 2008
Material Planner	1	October 28, 2008
Salesman	1	October 28, 2008
Customer Service Manger	1	October 28, 2008
HR Manager	1	October 28, 2008
Quality Supervisor	1	October 28, 2008
Quality Manager	1	October 28, 2008
Gage Technician	1	October 28, 2008
Maintenance Manger	1	October 28, 2008
Network Engineer	1	October 28, 2008

Sixty (60) of the remaining employees at the facility are Unionized and the designated bargaining representative of these employees has been notified. Specifically, the Union representative is Mr. Phil Winkle of the International Union, United Automobile, Aerospace and Agricultural Workers of America (UAW), and Local Number 1294, located at 1002 E. South Street, Jackson, MI 49203. Mr. Winkle can be contacted at (517) 789-9900. Bumping rights will apply to Unionized

employees pursuant the collective bargaining agreement applicable to those employees.
If you have any questions or need additional information, please contact Nichole King in Human Resources at (269) 789-3140.

Sincerely,

Nichole King
HR Manager