

Dearborn Operations  
5433 Miller Rd.  
Dearborn, MI 48126



November 1, 2004

Mr. James Remensnyder  
Michigan Department of Labor & Economic Growth  
Rapid Response Section  
Victor Office Center – 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, MI 48913

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MDCO-OWD

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WORKFORCE TRANSITION

Dear Mr. Remensnyder:

Meridian Automotive Systems, Inc. has developed plans to curtail the operations at our Dearborn facility located at 5433 Miller Road, Dearborn, Michigan on what we expect at this time to be a permanent basis. Consistent with these plans, employment separations are expected to commence on or about December 31, 2004. We anticipate that these plans, when finalized, would be permanent and they would ultimately involve the entire facility. We are forwarding this letter to provide you with notice of the curtailment and the timetable for its implementation.

We plan to curtail the operations at the Dearborn facility in three phases: the first on or about December 31, 2004, the second around January 31, 2005, and the third around February 28, 2005. We anticipate that this curtailment will cause potential employee separations in Dearborn as follows: 25 positions on December 31, 2004; 44 positions on January 31, 2005; and 72 positions on February 28, 2005. (These dates are based on present information and could move 14 days at a later time.) 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 changes or as additional information becomes available.

The UAW and their West Side Local 174 represent some of the employees who will be affected by the Company's plans, which have been addressed in separate letters forwarded via hand delivery to Don Jividen, International Representative, and Cynthia Rogers, Bargaining Committee Chair.

If you require additional information feel free to contact me at (616) 527-8686.

Sincerely,

  
C. P. Woods,

**MERIDIAN AUTOMOTIVE SYSTEMS, INC.  
DEARBORN, MI PLANT**

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 curtailment of Meridian Automotive's operations located at 5433 Miller Road, Dearborn, MI. NOTE: The following includes both union and non-union affected positions.

<b>JOB TITLE</b>	<b>NUMBER</b>
Process Technician	4
Production Supervisor	3
Plant Engineering / Tool Engineering Manager	1
Purchasing Manager / Materials Manager	1
Human Resources Manager	1
Quality Assurance Manager	1
Controller	1
Facilities Manager / Manufacturing Manager	1
A / R Coordinator	1
A / P & Payroll Coordinator	1
Receptionist / Clerk	1
Human Resources Assistant	1
Administrative Assistant (Quality)	1
Quality Engineer	1
Production Control Clerk	1
Scheduler	1
Production Control Supervisor	1
Shipping & Receiving Supervisor	1
Machine Operator	69
Maintenance	4
Material Handlers	9
Section Leaders	12
Box Coordinator / Packaging Coordinator	3
Die Setters	3
Quality Inspector / Quality Control	7
O. D Grinder	3
Tool Room	2
Shipping & Receiving	4
Janitor	2
Total	141