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WORKFORCE TRANSITION

July 21, 2003

Notice of Facility Closing (Production Operations to be Placed in Idle Mode)

Ms. Deborah Hennessey
Workforce Transition Unit
Michigan Department of Career Development
Workforce Programs
Victor Office Center- 5th Floor
201 North Washington Square
Lansing, MI 48913

Dear Ms. Hennessey:

This notice is provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give notice to certain government units or officials of a pending facility closing or mass lay off. Metal Powder Products Company will be placing the Coldwater facility in a idle mode which in effect will be a full shutdown of current manufacturing activities and will result in a the elimination of most positions at the facility.

We are hereby giving notice that Metal Powder Products Company—Coldwater located at 325 Jay Street, Coldwater, Michigan will be placed in an idle mode which will result in a workforce reduction of most, if not all, employees at the facility. While no exact date has been established for this action, it is anticipated to take place between September 22, 2003 and December 31, 2003. All position, with the exception of some Research and Development positions, will, most likely, be eliminated. It is anticipated that about 90 employees will be affected by this action. A list of affected positions is attached. The majority of the productions employees are represented by the International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America – UAW. The union contact that we have is Mr. Jim Walker. His telephone number is (517) 784-9139.

Certain employee may be offered the opportunity to transfer to other Metal Powder Products Company plants. However, at this time, the Company does not know which if any employees will be offered such an opportunity.

Should you have any questions, you should contact Donald W. Hicks, VP of Human Resources/Labor Relations at (317) 571-3703.

Sincerely,



Don Hicks
VP of Human Resources

*Account
Date of
letter
8-8-03*