



**NISSHINBO AUTOMOTIVE CORPORATION**  
**42355 Merrill Road**  
**Sterling Heights, MI 48314**  
**U.S.A.**

**TEL. (586) 997-1000**  
**FAX (586) 997-1010**

February 26, 2009

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

Re: Notice of closing manufacturing operations at Sterling Heights facility.

Dear Ms. Canfora:

We regret to inform you that Nisshinbo Automotive Corporation anticipates that it will close its manufacturing operations at its Sterling Heights, Michigan, facility effective April 30, 2009. This action will result in the termination of production and manufacturing-related employees working at this facility. This letter is being provided pursuant to the federal Worker Adjustment and Retraining Notification (WARN) Act.

The employment site where the anticipated separations will take place is at 42355 Merrill Road, Sterling Heights, MI 48314. The separations will be permanent and no bumping rights exist.

With the exception of three separations that will be delayed until June 30, 2009 and September 30, 2009, respectively, the expected date for the separations is April 30, 2009 (or within 13 days of that date). A list showing the job classifications that will be affected, the number of employees that we anticipate will be separated in each classification and a separation schedule is enclosed with this letter.

For further information, please contact Amy Merlo Drongowski at (586) 997-1000 extension 121.

**RECEIVED**

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RAPID RESPONSE  
WORKFORCE PROGRAMS

**ADEA DISCLOSURE**

In connection with closing its manufacturing operations at its Sterling Heights facility effective April 30, 2009, the Company is terminating the employment of 47 salaried and hourly employees. In connection with this closure of manufacturing operations, the Company is offering separation pay and seeking a general release of claims from all employees being terminated, including you. The waiver includes a release of claims under the Age Discrimination in Employment Act. Separation pay is designed to lessen the financial burden on those employees whose employment is being terminated. Employees being involuntarily terminated due to the closing of manufacturing operations in Sterling Heights who elect to sign the Separation Agreement and General Release of Claims (and who otherwise comply with its terms) are eligible for separation pay. Employees being terminated have 45 days to consider whether to sign the Separation Agreement and General Release of Claims. The choice to sign the general release of claims in order to receive separation pay is yours.

The decisional unit was the Company's Sterling Heights facility. Individuals being terminated in connection with the closure of manufacturing operations in Sterling Heights were selected for termination if they performed a production-related job or a job that supported manufacturing in the following Departments: Manufacturing, Maintenance, Administration, and Quality Assurance. Due to proximity to the customers, Sales and Research & Development operations at the Sterling Heights facility were not selected for closure and employees in those departments were not selected for termination or Separation Pay. A few managers needed to oversee the substantially condensed operations in Sterling Heights (or whose responsibilities also include supervising NAMI employees) were also not selected for termination and are not being offered separation pay.

As required by the Older Workers Benefit Protection Act of 1990 and the Age Discrimination in Employment Act, the positions and ages of Employees in the decisional unit who were selected for termination and are being offered separation pay and those who were not selected are listed below. Any Employee with any question concerning this disclosure should contact Amy Merlo Drongowski, Human Resources Manager at (586) 997-1000 extension 121. Employees are encouraged to seek independent legal advice before signing the Separation Agreement and General Release.

<b>Position</b>	<b>Ages of Employee Selected</b>	<b>Ages of Employees Not Selected</b>
Accounting Assistant	44	
Accounting Manager		45

<b>Position</b>	<b>Ages of Employee Selected</b>	<b>Ages of Employees Not Selected</b>
Applications Engineer (R&D)		27
Applications Tech (R&D)		33
Assistant Manager, Purchasing	63	
Assistant Manufacturing Manager	63	
Assistant Director of R&D		38
Director of Administration		35
Director of Quality Assurance		43
Director of R&D		41
HR Coordinator	51	
HR Manager		34
Maintenance Supervisor	43	
Maintenance Tech 1	35	
Maintenance Tech 2	38, 48, 51	
Master Mechanic	59	
Materials Assistant	47	
Materials Leader	34	
Manufacturing Supervisor	42, 42, 47	
Mold Technician	41	
Plant Manager		50
President/CEO		52
Process Leader	40, 49, 50	
Process Operator 1	37, 48, 49, 52, 53	

<b>Position</b>	<b>Ages of Employee Selected</b>	<b>Ages of Employees Not Selected</b>
Process Operator 2	29, 30, 30, 31, 32, 38, 40, 40, 41, 43, 44, 48, 49, 51, 55, 56, 58	
Prototype Supervisor (R&D)		37
Prototype Technician (R&D)		39
Quality Assurance Assistant	63	
Quality Assurance Associate Technician	27	
Quality Assurance Engineer	42	
Quality Assurance Technician 1	53	
Quality Assurance Technician 2	34	
Sales Coordinator		30
Director of Sales, Marketing and Program Manager		45
Sales Engineer		46
Senior Test Engineer (R&D)		40
Set-Up Process Operator	28	
Senior Test Technician (R&D)		28
Test Technician (R&D)		28, 30