



April 21, 2009

To: Deborah Hennessey, Section Chief
Rapid Repose Section
Bureau of Workforce Programs
Michigan Department of Labor & Economic Growth
Victor Office Center- Fifth Floor
201 N. Washington Square
Lansing, Michigan 48913

RECEIVED

APR 24 2009

Re: Notice of Noble International's Planned
Lay Offs at its South Haven Plant

RAPID RESPONSE
WORKFORCE PROGRAMS

Dear Ms. Hennessey,

As you may already know, Noble International, Ltd. has been engaged in various discussions regarding the potential sale of its Roll-Forming facility in South Haven. We remain hopeful that a sale can be transacted, and that this facility can continue to operate under new ownership.

However, as we have previously announced, if a sale is not successfully transacted, the facility will close altogether. Thus, we are providing you with this letter, pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 *et seq.*, to notify you that, if a sale is not successfully transacted, the **South Haven Facility located at 100 Veterans Blvd., South Haven MI, 49090** will close permanently resulting in the permanent layoff of approximately **279 union employees**. At this time, if a sale is not completed, it is anticipated that the Plant would close on or before *June 20, 2009*.

A list of the affected positions in the bargaining unit and the names of the bargaining unit employees in those positions, organized by date of layoff, is attached. Bumping rights will not apply in accordance with the governing collective bargaining agreement.

For further information regarding the layoffs at the **South Haven Plant**, please contact Sandra A. Murphree, Vice President of Human Resources and Communications at (248) 519-0676.

For your information, a copy of this notice is also being sent to the Mayor of the City of South Haven and to the Rapid Response Team of the Michigan Department of Labor & Economic Growth.

The information and notice in this letter are based on the best information currently available. Various factors may change the timing of the layoffs of the affected bargaining unit employees. We will keep you informed of any significant changes to the information above in the event that such changes occur.

Respectfully,

Noble International

Sandra A. Murphree
Vice President, Human Resources and Communications



Affected positions in the bargaining unit:

<u>Job Title</u>	<u>Number of Employees</u>
Machine Operator-	139
Rolling Machine Operator-	4
Certified Roll Mill Operator-	12
Certified Press Operator-	11
Advanced Roll Mill Operator-	6
Metal Surface Finisher-	47
Weld Destruct/ NDT -	3
Repair Welder-	7
Electrician-	1
Tool & Die-	9
Machine Repair-	9
Controls Technician-	6
Machine Setup (no longer active)	
Quality Technician (no longer active)	
Shipping & Receiving Clerk-	8
Material Handler-	9
Plant Custodial/Janitor-	1
General Labor-	1