



VIA FEDERAL EXPRESS

Chong-Anna Canfora
Rapid Response Team
Michigan Department of Labor & Economic Growth
611 West Ottawa Street
4th Floor
P.O. Box 30004
Lansing, Michigan, 48909

March 27, 2009

Re: Noble International
Layoffs at its Warren Plant

Dear Ms. Canfora:

This letter is written pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 *et seq.*, to notify you that Noble International currently anticipates that its Warren Plant located at 28207 Van Dyke Avenue, Warren, MI, 48093 will close and permanently layoff approximately 279 union employees. At this time it is anticipated that the Plant will close on May 29, 2009. However, Noble is working with three different customers and they may decide to resource their products at an earlier date. This layoff will result in permanent position eliminations.

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

All of the affected employees referenced in this letter are unionized and subject to the terms of collective bargaining agreements. The names and addresses of the Chief Elected Officer of each union are as follows:

Fred Dowell, 12868 August Street, Detroit, Michigan 48025
Donald Simpson 18231 Lahser, Detroit, Michigan 48219
Loviell Lawson 34835 Birch Grove Drive, Sterling Heights, Michigan 48312

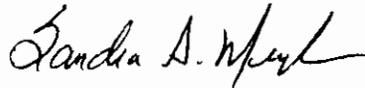
If you need more detailed information regarding the names of the employees affected or further information regarding the layoffs at the Warren Plant, please contact Sandra A. Murphree, Vice President of Human Resources and Communications at (248) 519-0676.

For your information, a copy of this notice is also being sent to the union officials listed above and the Mayor of the City of Warren.

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

Respectfully,

Noble International

A handwritten signature in black ink, appearing to read "Sandra A. Murphree". The signature is fluid and cursive, with a long horizontal stroke at the end.

Sandra A. Murphree
Vice President, Human Resources and Communications

LIST OF AFFECTED POSITIONS

Positions Affected **Number of Affected Employees**

Job Title	Total
Advanced Roll Mill Oper	5
Certified Press Operator	11
Certified Roll Mill Oper	13
Controls Technician	5
Electrician	1
Gen. Roll Mill Operator	2
General Labor	1
Machine Repair	7
Material Handler	6
Metal Finisher	45
Operator, Weld Repair	6
Plant Custodian/Janitor	1
Shipping & Receiving Clrk	6
Supervisor, Lead Producti	1
Tool & Die Repair	7
Weld Destruct Operator	2
Bander	9
Janitor	2
MRO Clerk	3
Machine Leader	19
Machine Operator	101
Maintenance	8
Maintenance/Laser Assist	1
Material Handler	7
Material Handler Level 2	4
Material Handler Level 3	9
Quality Technician	9
System Leader	32
Utility Worker	1



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Re: Notice of Noble International
Layoffs at its Warren Plant

Dear Ms. Canfora:

This letter is written pursuant to the Worker Adjustment and Retraining Notification (WARN) Act, 29 U.S.C. § 2101 *et seq.*, to notify you that Noble International currently anticipates that its Warren Plant located at 28207 Van Dyke Avenue, Warren, MI, 48093 will close and permanently layoff approximately 131 non-union employees. At this time it is anticipated that the Plant will close on May 29, 2009. However, Noble is working with three different customers and they may decide to resource their products at an earlier date. This layoff will result in permanent position eliminations.

A list of the affected positions and the number of employees in those affected positions, organized by date of layoff, is attached. All of the affected employees referenced in this letter are non-union.

If you need more detailed information regarding the names of the employees affected or further information regarding the layoffs at the Warren Plant, please contact Sandra A. Murphree, Vice President of Human Resources and Communications at (248) 519-0676.

The information and notice in this letter are based on the best information currently available. Various factors may change the timing of the Plant closing and the layoffs of the bargaining unit employees affected by the Plant closing. 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

LIST OF AFFECTED POSITIONS

Positions Affected **Number of Affected Employees**

LIST OF AFFECTED POSITIONS

Positions Affected Number of Affected Employees

Job Title	Total
Accountant, Cost	2
Accountant, Senior	1
Administrator, HR	1
Administrator, Network	2
Analyst, A R	2
Analyst, Accounts Payable	2
Analyst, Business Intel	1
Analyst, Business System	1
Analyst, EDI Programmer	1
Analyst, Financial	1
Analyst, Market	1
Analyst, Pricing	1
Analyst, Programmer	1
Analyst, Quality	2
Analyst, SOX	1
Analyst, Senior A/R	1
Analyst, Sr. Accounts Pay	1
Analyst, Tax	1
Assistant, Executive	3
Business Intelligence Mgr	1
Buyer	2
CFO	3
Chief Executive	1
Chief Information Officer	1
Chief Operating Officer	1
Controller, Asst Plant	4
Controller, Group	2
Controller, Plant	5
Coordinator, Finance	1
Director, Product Develo	1
Director, Adv Prd Prc Imp	1
Director, Business Unit	4
Director, Engineering	2
Director, Human Resources	1
Director, Mrktg Comm	1
Director, Operations	1
Director, Quality	1
Director, Sales	2
Director, Sr Supply Chain	1
Director, Tax	1
Engineer, Chief Tooling	1
Engineer, Controls	4
Engineer, Manufacturing	7
Engineer, Mechanical	1

Engineer, Process	4
Engineer, Product	3
Engineer, Quality	8
Engineer, Quality Doc/Cer	1
Engineer, Senior Die	1
Engineer, Sr Project For	1
Engineer, Sr. Quality	2
Engineer, Tool	1
Engineer, Weld Project	1
Foreman, General	5
General Counsel	1
General Labor	1
General Maintenance	7
Generalist, HR	4
Manager, Account	2
Manager, Account Senior	1
Manager, Acct Fncl Rprt	1
Manager, Applications Eng	2
Manager, Area	1
Manager, Consolidation	1
Manager, Cost Analysis	1
Manager, Eng Product Data	1
Manager, Engineering Proj	1
Manager, Engineering/Main	1
Manager, FP& A	1
Manager, Financial Estima	1
Manager, General	1
Manager, Human Resources	5
Manager, IT Applications	1
Manager, Manufacturing	2
Manager, Materials	3
Manager, Network	1
Manager, Operations	4
Manager, Payroll	1
Manager, Plant	3
Manager, Prod/Mat	1
Manager, Program	2
Manager, Purchasing	1
Manager, Quality	6
Manager, SOX	1
Manager, Senior Program	2
Metrologist	2
Mgr, Engring Advnced Rsrc	1
President & CEO	1
Programmer	1
Project Manager	2
Receptionist	1
Rep. Customer Service	3
Scheduler, Materials	2
Senior Engineer	2
Shipping & Receiving Clrk	2

Specialist, Lean	1
Supervisor, Assistent S&r	1
Supervisor, Auto Tech	1
Supervisor, C I	1
Supervisor, Comp/Benefits	1
Supervisor, Cont. Improv.	1
Supervisor, Controls Robo	1
Supervisor, Customer Serv	3
Supervisor, Facilities	1
Supervisor, Inventory Con	1
Supervisor, Lead Producti	5
Supervisor, Maintenance	3
Supervisor, Maintn Asst	2
Supervisor, Materials	1
Supervisor, Mechanical En	1
Supervisor, Production	12
Supervisor, Quality	1
Supervisor, S & R	1
Supervisor, S/R	1
Supervisor, Maintenance	1
TS16949 Coordinator	1
Technician, IT Helpdesk	1
Technician, Lead Laser	1
Treasurer	1
VP, Chief Technology Offic	1
VP, Engineering	1
VP, Financial Reporting	1
VP, Human Resources	1
VP, Manufacturing	1
VP, Sales & Marketing	1