



December 18, 2002

Norgren Automotive, Inc.  
44831 Groesbeck Hwy., P.O. Box 787  
Mt. Clemens, Michigan 48046-0787 USA  
Tel.: 586-463-3000 Fax: 586-463-0065  
www.norgrenauto.com

RECEIVED  
MDCD-OWD  
DEC 18 2002  
DIRECTOR'S OFFICE

Ms. Vicki Enright  
Deputy Director of Workforce Development  
Michigan Department of Career Development  
Victor Office Center--5th Floor  
201 North Washington Square  
Lansing, MI 48913

Re: Notice of Mass Layoff/Plant Closing

Dear Ms. Enright:

We are providing this notice in a good faith attempt to comply with the Worker Adjustment and Retraining Notification Act of 1988, which requires employers to give official notice to certain government units or officials of a pending mass layoff or plant closing.

Recently, Norgren Automotive, Inc. determined that to survive in this economy, it must reduce its workforce. After carefully analyzing the situation and the available options, Norgren has no choice but to substantially reduce its workforce. To effectively accomplish this task, Norgren has decided to close its Anchorville plant, located at 6100 Bethuy, Anchorville, MI 48004 and reduce the number of employees at its Mt. Clemens plant, located at 44831 Groesbeck Highway, Clinton Township, MI 48036.

As a result of this reduction, we anticipate that on February 16, 2003, Norgren will permanently lay off 52 employees. The majority of employees laid off on this date will come from the Anchorville location. Subsequently, on March 31, 2003, Norgren will permanently lay off 16 more employees. The affected positions consist of the following:

<u>Title</u>	<u>Number Affected</u>
Accountant	1
Administrator	1
Assembler	7
Business Development Manager	1
Clerk	7
Driver	1
Engineer	13
Estimator	2
Key Account Manager	2
Leader	1
Machinist	13
Maintenance Worker	1



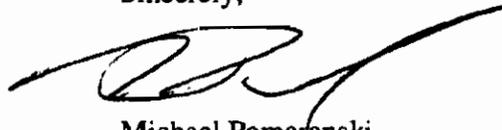
<b>Title</b>	<b>Number Affected</b>
<b>Manager</b>	<b>1</b>
<b>Painter</b>	<b>1</b>
<b>Process Engineer</b>	<b>3</b>
<b>Project Manager</b>	<b>2</b>
<b>Purchasing Agent</b>	<b>1</b>
<b>Supervisor</b>	<b>3</b>
<b>Technician</b>	<b>4</b>
<b>Welder</b>	<b>3</b>

No employee at either location has bumping rights. Additionally, Norgren employees are not affiliated with any union; therefore, each affected employee will be notified individually.

Norgren fully intends to provide all affected employees with severance benefits specific to each employee's length of service. It is our hope that these benefits will lessen the impact of the mass layoff on individual employees, and on the community as a whole.

Should you have any questions, do not hesitate to contact Norgren's Human Resource Director, Dana Evert, at (586) 493-6373.

Sincerely,



Michael Pomaranski  
*President, Norgren Automotive*