



August 30, 2004

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

RECEIVED
MDDO-OWD

AUG 31- 2004

WORKFORCE TRANSITION

Re: Notice of Layoff

Dear Madam:

In accordance with the Worker Adjustment and Retraining Notification Act, 29, USC §2101 *et seq.*, you are hereby notified, as the responsible official for the State dislocated worker unit, that the Oxford Automotive plant located at 520 Republic Street, Alma, Michigan 48801, has experienced a series of unpredicted reduced customer volumes resulting in unknown layoffs and recalls of unknown durations. This situation of “unforeseeable business circumstances” has dictated late notice permitted under 20 CFR 639.9b. This WARN does not pertain to plant closing at least as far as contemplated, only a series of unpredictable layoffs.

The name and telephone number of a Company official to contact for further information is:

Nick Proctor
Operations Manager
Oxford Automotive
5750 New King Street, Suite 200
Troy, Michigan 48098
(248) 577-3309

Unpredictable action began during April 2004 and may continue through the balance of the year or longer. A series of layoffs and recalls have and may conditionally occur during this period that will fall within WARN Act limits. Unknown are actual customer required production volumes, internal equipment malfunctions, or other unknown mitigating issues or circumstances.

Positions affected:

The job titles of positions affected, and number of affected employees in each job classification is as follows:

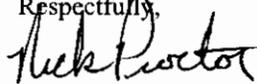
Job Titles	<u>Number of Affected Employees = 176</u>
Machine Shop	5
Training	1
Warehouse	1
Inventory	1
Box & Diewash	1
Stamping	42
Blankers	13

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Die Setter	4
Crane	4
Assembly & Welding	51
Welder Set-up	8
Material Handling	11
Quality	9
Metal Finishing/Salvage	1
Maintenance	5
Janitorial	1
Security	2
Supervisors	9
Tech Specialists	5
Clerical	2
Supervisors	9
Tech Specialists	5
Clerical	2

There are bumping rights applicable per the Collective Bargaining Agreement to the hourly positions. If additional information is required, or if you are not the correct department/individual to receive this notice, please contact me directly.

Respectfully,

Nick Proctor