



**Manufacturing Quality Components for Better Building**  
August 21, 2003

RECEIVED  
MDOD-OWD

AUG 21 2003

WORKFORCE TRANSITION

Workforce Transition Unit  
Michigan Department of Career Development  
Workforce Programs Victor Office Center – 5<sup>th</sup> Floor  
North Washington Square  
Lansing, Michigan 48913

DELIVERED VIA: FED-EX and  
FAX 517-373-4648

Dear Sir/Madam,

We regret to inform you that Philips Products, Inc. will begin terminating all operations at its plant located at 1023 Reynolds Road, Charlotte, Michigan 48813. We expect this plant closing to be permanent in nature.

The entire Charlotte plant will be closed on October 21, 2003 (or some time during the 13 day period following October 21, 2003). A few employee termination dates may be later than October 21, 2003 depending on the duties of the particular job. There are no bumping rights with respect to this action, except for hourly employees as provided in the termination/layoff provisions of the Hourly Employee Handbook. There are no bumping rights for salaried employees.

The job classifications affected by this closing and the number of employees currently holding positions within each classification are listed on Attachment A of this letter.

To the extent that the Company's actions constitute a plant closing, this letter is intended to fulfill any requirements imposed under the WARN Act.

For further information, please contact me at 574-296-0009.

Sincerely,

A handwritten signature in black ink, appearing to read "J. McPhilamy", written over a horizontal line.

Joseph G. McPhilamy  
Director – Human Resources  
Philips Products, Inc.  
3221 Magnum Drive  
Elkhart, Indiana 46515

**Attachment A:**

Bowbay Specialist	2
Cycle Counter	1
Electrician	1
Group Leader	15
Glass Tech/CAD Operator	2
Intercept Operator	2
Machine/Tool Tech	1
Maintenance	4
Material Handler	4
Optimizer	3
Parts Crib Attendant	1
Production	144
Quality Control	3
Shipping/Receiving	10
Tempered Glass specialist	1
Vinyl Bender	2
Janitor	1
OTR Drivers	7
Production Supervisor	4
Service Tech	1
Fleet Manager	1
Plant Buyer	1
HR Manager	1
Plant Manager	1
Production Material/Control	2
Plant Engineer	1
Administrative Manager	1
Production Superintendent	1
Order Entry Clerk	1
Plant Material Manager	1
Customer Service Coordinator	3
HR Administrator	1
Production Scheduler	1
	225

Philips Products, Inc.  
1023 Reynolds Road  
Charlotte, Michigan 48813



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MDCD-QWD

OCT 31 2003

**Manufacturing Quality Components for Better Building** <sup>WORKFORCE TRANSITION</sup>  
August 31, 2003 AMENDED NOTICE

Workforce Transition Unit  
Michigan Department of Career Development  
Workforce Programs Victor Office Center – 5<sup>th</sup> Floor  
North Washington Square  
Lansing, Michigan 48913

DELIVERED VIA: FED-EX and  
FAX 517-373-4648

Dear Sir/Madam,

This Amended Notice is an update to the Notice given to you dated August 21, 2003. As you know, Philips Products Charlotte, Michigan plant, 1023 Reynolds Road, Charlotte, MI 48813, originally was expected close on October 21, 2003 or some time during the 13-day period immediately following October 21, 2003.

Philips Products has encountered unexpected difficulty transferring a segment of its operation out of the Charlotte plant. The cessation of operations will now begin on October 31, 2003. Also, some employment terminations have been delayed.

The first employment terminations are expected on October 31, 2003 or within 13 days thereafter. The job classifications affected by this closing and the number of employees currently holding positions within each classification and the anticipated schedule for these employment terminations (or within 13 days thereafter) are listed on Attachment A of this letter. There are no bumping rights. Employees will be terminated in accordance with their seniority by department. These employees are not represented by a union. The plant closing is permanent. To the extent the Company's actions constitute a plant closing, this letter is intended to fulfill any requirements imposed under the WARN Act.

For further information, please contact me at 574-296-0009.

Sincerely,

A handwritten signature in black ink, appearing to read 'J. McPhilamy', written over a horizontal line.

Joseph G. McPhilamy  
Director – Human Resources  
Philips Products, Inc.  
3221 Magnum Drive  
Elkhart, Indiana 46515

ATTACHMENT A

		Anticipated Term Date 10/31/03	Anticipated Term Date 11/12/03	Anticipated Term Date 12/5/03
Bow/Bay Specialist	2	2		
Cycle Counter	1			1
Electrician	1			1
Group Leader	15	2	1	12
Glass Tech/CAD Operator	2		1	1
Intercept Operator	2			2
Machine/Tool Tech	1			1
Maintenance	4			4
Material Handler	2	1	1	
Optimizer	3	1		2
Parts Crib Attendant	1			1
Production	108	34	16	58
Quality Control	3	1		2
Shipping/.Receiving	8	1	3	4
Tempered Glass Specialist	1			1
Vinyl Bender	2			2
Janitor	1			1
OTR Driver	7		2	5
	<hr/>	<hr/>	<hr/>	<hr/>
	164	42	24	98
Production Supervisor	4			4
Field Service Tech	1			1
Fleet Manager	1			1
Plant Manager	1			1
Prod.Mtl.Control	1			1
Plant Engineer	1			1
Administrative Manager	1			1
Production Superintendent	1			1
Order Entry Clerk	1			1
Customer Service Coordinator	3			3
QA Manager	1			1
	<hr/>	<hr/>	<hr/>	<hr/>
	16	0	0	16
	<hr/>	<hr/>	<hr/>	<hr/>
	180	42	24	114



Manufacturing Quality Components for Better Building

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NOV 14 2003

WORKFORCE TRANSITION

AMENDED NOTICE

November 14, 2003

TO: Camila Grider  
  
FROM: Joseph G. McPhilamy  
Director – Human Resources  
Philips Products, Inc.

SUBJECT: **Update To Notice Given To You Dated October 31, 2003**

This Amended Notice is an update to the Notice given to you dated October 31, 2003. As you know, Philips Products Charlotte, Michigan plant originally was expected close on October 21, 2003 or some time during the 13-day period immediately following October 21, 2003.

Philips Products has encountered unexpected difficulty transferring a segment of its operation out of the Charlotte plant. The cessation of operations began on October 31, 2003. Also, some employment terminations connected to the plant closing have been delayed. Your employment will terminate on December 5, 2003 (or some time during the 13 day period following December 5, 2003). You will not be able to displace another employee while we wind down operations. This plant closing is permanent. The reason why your employment has been extended is because your services are required due to the delay of the plant closing as explained above.

Questions concerning this Amended Notice, the plant closing, or the termination of your employment should be directed to me, 3221 Magnum Drive Elkhart, Indiana; 574-296-0009. This Amended Notice is provided pursuant to the Worker Adjustment Training Notification Act.

cc:

<p>Workforce Transition Unit Michigan Department of Career Development Workforce Programs Victor Office Center – 5<sup>th</sup> Floor North Washington Square Lansing, Michigan 48913 FAX 517-373-4648</p>	<p>Mr. William White Mayor 111 E. Lawrence Ave. Charlotte, Michigan 48813-1554 FAX 517-543-8845</p>
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**Manufacturing Quality Components for Better Building**

AMENDED NOTICE

December 18, 2003

RECEIVED  
MDCD-OWD

DEC 18 2003

Workforce Transition Unit  
Michigan Department of Career Development  
Workforce Programs Victor Office Center – 5<sup>th</sup> Floor  
North Washington Square  
Lansing, Michigan 48913

WORKFORCE TRANSITION

DELIVERED VIA: FED-EX and FAX 517-373-4648

Dear Sir/Madam,

This Amended Notice is an update to the Notices given to you dated August 21, 2003, October 31, 2003 and November 14, 2003. As you know, Philips Products Charlotte, Michigan plant originally was expected close on October 21, 2003 or some time during the 13-day period immediately following October 21, 2003.

Philips Products has encountered unexpected difficulty transferring a segment of its operation out of the Charlotte plant. The cessation of operations and the first employment terminations began on October 31, 2003. Also, some employment terminations have been delayed. The final employment terminations and the conclusion of operations are now scheduled for January 9, 2004 (or some time during the 13-day period immediately following January 9, 2004).

The plant closing and employment terminations are permanent. The job classifications affected by this closing and the number of employees currently holding positions within each classification and the anticipated schedule for these employment terminations (or within 13 days thereafter) are listed on Attachment A of this letter. There are no bumping rights. These employees are not represented by a union. To the extent the Company's actions constitute a plant closing, this letter is intended to fulfill any requirements imposed under the WARN Act. For further information, please contact me at 574-296-0009.

Sincerely,

A handwritten signature in black ink, appearing to read "J. McPhilamy".

Joseph G. McPhilamy  
Director – Human Resources  
Philips Products, Inc.  
3221 Magnum Drive  
Elkhart, Indiana 46515

**ATTACHMENT A**

Anticipated Term  
Date 1/9/04

Cycle Counter	1
Group Leader	2
Maintenance	2
Shipping/.Receiving	1
	<hr/>
	6
Production Supervisor	3
Field Service Tech	1
Fleet Manager	1
Plant Manager	1
Prod.Mtl.Control	1
Plant Engineer	1
Administrative Manager	1
Customer Service Coordinator	2
QA Manager	1
	<hr/>
	12
	18



Manufacturing Quality Components for Better Building

AMENDED NOTICE

RECEIVED  
MDC  
JAN 21 2004  
WORKFORCE TRANSITION

January 16, 2004

Workforce Transition Unit  
Michigan Department of Career Development  
Workforce Programs Victor Office Center – 5<sup>th</sup> Floor  
North Washington Square  
Lansing, Michigan 48913

DELIVERED VIA: FED-EX and FAX 517-373-4648

Dear Sir/Madam,

This Amended Notice is an update to the Notices given to you dated August 21, 2003, October 31, 2003, November 14, 2003 and December 18, 2003. As you know, Philips Products Charlotte, Michigan plant originally was expected close on October 21, 2003 or some time during the 13-day period immediately following October 21, 2003.

Philips Products has encountered unexpected difficulty transferring a segment of its operation out of the Charlotte plant. The cessation of operations and the first employment terminations began on October 31, 2003. Also, some employment terminations have been delayed. The final employment terminations and the conclusion of operations are now scheduled for January 30, 2004 and February 27, 2004 (or some time during the 13-day period immediately following January 30, 2004 and February 27, 2004).

The plant closing and employment terminations are permanent. The job classifications affected by this closing and the number of employees currently holding positions within each classification and the anticipated schedule for these employment terminations (or within 13 days thereafter) are listed on Attachment A of this letter. There are no bumping rights. These employees are not represented by a union. To the extent the Company's actions constitute a plant closing, this letter is intended to fulfill any requirements imposed under the WARN Act. For further information, please contact me at 574-296-0009.

Sincerely,

A handwritten signature in black ink, appearing to read "J. McPhilamy".

Joseph G. McPhilamy  
Director – Human Resources  
Philips Products, Inc.  
3221 Magnum Drive  
Elkhart, Indiana 46515

**ATTACHMENT A**

	Anticipated Term Date 1/30/04	Anticipated Term Date 2/27/04
Shipping/.Receiving	<u>1</u>	
	1	
Production Supervisor		
Field Service Tech		1
Fleet Manager	1	
Plant Manager		1
Prod.Mtl.Control	1	
Plant Engineer		1
Administrative Manager		1
Customer Service Coordinator	2	
QA Manager		1
	<u>4</u>	<u>5</u>
	5	5



**Manufacturing Quality Components for Better Building**

AMENDED NOTICE

March 10, 2004

Workforce Transition Unit  
Michigan Department of Career Development  
Workforce Programs Victor Office Center – 5<sup>th</sup> Floor  
North Washington Square  
Lansing, Michigan 48913

DELIVERED VIA: FED-EX and FAX 517-373-4648

Dear Sir/Madam,

This Amended Notice is an update to the Notices given to you dated August 21, 2003, October 31, 2003, November 14, 2003, December 18, 2003 and January 16, 2004. As you know, Philips Products Charlotte, Michigan plant originally was expected close on October 21, 2003 or some time during the 13-day period immediately following October 21, 2003.

Philips Products has encountered unexpected difficulty transferring a segment of its operation out of the Charlotte plant. The cessation of operations and the first employment terminations began on October 31, 2003. Also, some employment terminations have been delayed. The final employment terminations and the conclusion of operations are now scheduled for March 31, 2004 (or some time during the 13-day period immediately following March 31, 2004).

The plant closing and employment terminations are permanent. The job classifications affected by this closing and the number of employees currently holding positions within each classification and the anticipated schedule for these employment terminations (or within 13 days thereafter) are listed on Attachment A of this letter. There are no bumping rights. These employees are not represented by a union. To the extent the Company's actions constitute a plant closing, this letter is intended to fulfill any requirements imposed under the WARN Act. For further information, please contact me at 574-296-0009.

Sincerely,

A handwritten signature in black ink, appearing to read "J. McPhilamy", written over the typed name and title.

Joseph G. McPhilamy  
Director – Human Resources  
Philips Products, Inc.  
3221 Magnum Drive  
Elkhart, Indiana 46515

**ATTACHMENT A**

Anticipated Term  
Date 3/31/04

Plant Engineer  
QA Manager

1
1
<hr/>
2



Manufacturing Quality Components for Better Building

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MDCD-OWD

APR 14 2004

WORKFORCE TRANSITION

AMENDED NOTICE

April 13, 2004

Workforce Transition Unit  
Michigan Department of Career Development  
Workforce Programs Victor Office Center – 5<sup>th</sup> Floor  
North Washington Square  
Lansing, Michigan 48913

DELIVERED VIA: FED-EX and FAX 517-373-4648

Dear Sir/Madam,

This Amended Notice is an update to the Notices given to you dated August 21, 2003, October 31, 2003, November 14, 2003, December 18, 2003, January 16, 2004 and March 10, 2004. As you know, Philips Products Charlotte, Michigan plant originally was expected close on October 21, 2003 or some time during the 13-day period immediately following October 21, 2003.

Philips Products has encountered unexpected difficulty transferring a segment of its operation out of the Charlotte plant. The cessation of operations and the first employment terminations began on October 31, 2003. Also, some employment terminations have been delayed. The final employment terminations and the conclusion of operations are now scheduled for May 7, 2004 (or some time during the 13-day period immediately following May 7, 2004).

The plant closing and employment terminations are permanent. The job classifications affected by this closing and the number of employees currently holding positions within each classification and the anticipated schedule for these employment terminations (or within 13 days thereafter) are listed on Attachment A of this letter. There are no bumping rights. These employees are not represented by a union. To the extent the Company's actions constitute a plant closing, this letter is intended to fulfill any requirements imposed under the WARN Act. For further information, please contact me at 574-296-0009.

Sincerely,

A handwritten signature in black ink, appearing to read "J. McPhilamy", written over a horizontal line.

Joseph G. McPhilamy  
Director – Human Resources  
Philips Products, Inc.  
3221 Magnum Drive  
Elkhart, Indiana 46515

**ATTACHMENT A**

Anticipated Term  
Date 4/7/04

QA Manager

1  
1