

Lapeer Metal Stamping Companies, Inc.

A HISPANIC MINORITY CORPORATION

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MDOD-OWD

MAY 25 2004

WORKFORCE TRANSITION

May 21, 2004

Certified Mail: RRR

Ms. Deborah Hennessey
MDLEG
Rapid Response Section
201 N. Washington Square
Fifth Floor, Victor Building
Lansing, MI 48913

Dear Ms. Hennessey:

Due to sudden, dramatic and unexpected business circumstances, the management of Lapeer Metal Stamping Companies, Inc. has determined that it will be necessary to reorganize and/or downsize its current operations at its Dearborn facility located at 8111 Tireman Avenue, Dearborn, MI 48126. It is anticipated that the downsizing and reorganization will be effective on or before June 28, 2004 and continuing through July of 2004.

It is anticipated that a sizeable portion of the Company's stamping operations at its Dearborn facility will be eliminated and that, as a result approximately 60 employees will be separated from employment permanently. It is our understanding this may well constitute a plant closing or mass layoff under the Worker Adjustment and Retraining Notification Act ("WARN"). Less than 60 days notice of such layoffs is being provided due to sudden, dramatic and unexpected business circumstances the Company is experiencing.

We anticipate that initial permanent layoffs will commence on or before June 28, 2004, and/or may commence or continue July of 2004 following the automobile industry's summer shutdown. Attached is a list of the job titles of positions and the names of the workers currently holding affected jobs.

No bumping rights exist beyond this plant.

Corporate Headquarters
930 S. Saginaw Street
Lapeer, MI 48446
PH (810) 664-8588
FAX (810) 664-9351

130 N. Groesbeck Hwy.
P.O. Box 407
Mt. Clemens, MI 48046
PH (810) 468-0819
FAX (810) 468-8401

8111 Tireman
Dearborn, MI 48126
PH (313) 491-0204
FAX (313) 491-1487

Page 2

Some of the employees are represented by IBT, Local 247. The local union's principal officer is David Schuler whose address is IBT, Local 247, 2741 Trumbull Avenue, Detroit, Michigan 48226. The international representative of the IBT servicing our Dearborn facility is James Hoffa whose address is International Brotherhood of Teamsters, 25 Louisiana Ave., NW, Washington, DC 20001.

For further information, please contact me at (810) 664-858.

Very truly yours,

A handwritten signature in cursive script that reads "Peter J. Martz". The signature is written in black ink and is positioned above the printed name and title.

Peter J. Martz
President



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MAR 1 2004

WORKFORCE TRANSITION

Memorandum

Corporate World Headquarters
21557 Telegraph Rd.
PO Box 5008
Southfield, MI 48086-5008

February 27, 2004

Garry Bernath
UAW Solidarity House
8000 East Jefferson Ave.
Detroit, MI 48214

Dear Mr. Bernath:

Please be advised that Lear Corporation intends to cease production and close its facility located at 4425 Purks Drive, Auburn Hills, Michigan 48326. This letter constitutes formal notice of the closure as required under the Worker Adjustment and Retraining Act of 1988 ("WARN").

Lear anticipates that the permanent closure of the plant will occur on or around May 2, 2004. Lear designates this date as the first of a 14-day window period, as provided under the WARN Regulations, for the plant closure to occur. The first scheduled employee separations will commence on or around May 2, 2004. Any current or prospective temporary layoff will be converted to permanent termination on the date the plant closes.

By copy of this letter, the following have also been given notice of the closure:

Larry Rodges, UAW Chairman Local 5960, 4425 Purks Dr., Auburn Hills, MI 48326

Pat Sweeney, UAW President Local 5960, 180 E. Silverbell, Lake Orion, Michigan 48360

Deborah Hennessey, Workforce Transition Unit, Michigan Dept. of Career Development/Workforce Programs, Victor Office Center-5th Floor, 201 North Washington Square, Lansing, MI 48913

Mari Harvey- Edwards, Mayor of Auburn Hills, 1827 North Squirrel Rd., Auburn Hills, Michigan 48326

Brian Johnson, UAW Regional Representative, UAW Region 1, 27800 George Merrelli Dr., Warren, MI 48092-2767

The copy of this notice that is sent to the local government and state dislocated worker unit includes a list of affected positions by job title and statement of the number of employees in each classification. The copy of this notice that is sent to the unions (and union officials) identified above contains the above information and the names of the affected workers. With respect to the nonrepresented salaried employees receiving this notice, no "bumping rights" exist.

If you need additional information please contact Kim Van Sickle at 248-276-8484.

Sincerely,

Kim Van Sickle
Human Resource Manager – Rochester Hills/Auburn Hills

Cc: Ryan Brueckner
Richard Van Heukelom
John Fowler
All nonrepresented Salaried Employees of Auburn Hills



Memorandum

Corporate World Headquarters
21557 Telegraph Rd.
PO Box 5008
Southfield, MI 48086-5008

April 30, 2004

Garry Bernath
UAW Solidarity House
8000 East Jefferson Ave.
Detroit, MI 48214

RE: Extension of WARN Notice

Dear Mr. Bernath:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), Lear Corporation is extending the notice contained in its February 26, 2004 letter to you regarding the closing of its facility located at 4425 Purks Drive, Auburn Hills, Michigan 48326.

Lear anticipates that the permanent closure of the plant will now occur on or around June 18, 2004. Lear designates this date as the first of a 14-day window period, as provided under the WARN Regulations, for the plant closure to occur. The reason for the extension is ongoing collective bargaining with the UAW for continued operation of the facility.

By copy of this letter, the following have also been given notice of the extension:

Larry Rodges, UAW Chairman Local 5960, 4425 Purks Dr., Auburn Hills, MI 48326

Pat Sweeney, UAW President Local 5960, 180 Silverbell Rd., Lake Orion, Michigan 48035

Deborah Hennessey, Workforce Transition Unit, Michigan Dept. of Career Development/Workforce Programs, Victor Office Center-5th Floor, 201 North Washington Square, Lansing, MI 48913

Mari Harvey-Edwards, Mayor of Auburn Hills, 1827 North Squirrel Road, Auburn Hills, Michigan 48326

Brian Johnson, UAW Regional Representative, UAW Region 1, 27800 George Merrelli Dr., Warren, MI 48092-2767

If you need additional information please contact Kim Van Sickle at 248-276-8484.

Sincerely,

Kim Van Sickle
Human Resource Manager – Rochester Hills/Auburn Hills

Cc: Ryan Brueckner
Richard Van Heukelom
John Fowler

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WORKFORCE TRANSITION



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MAR 2 2004

WORKFORCE TRANSITION

Memorandum

Corporate World Headquarters
21557 Telegraph Rd.
PO Box 5008
Southfield, MI 48086-5008

February 26, 2004

Deborah Hennessey
Workforce Transition Unit
Michigan Dept. of Career Development/Workforce Programs
Viotor Office Center-5th Floor
201 North Washington Square
Lansing, MI 48913

Dear Ms. Hennessey,

Lear Corporation is currently engaged in collective bargaining with the UAW and Local 1231 at the Grand Rapids plant. If those negotiations do not result in a collective bargaining agreement which is approved by the union and ratified by the members, please be advised that Lear intends to cease production and permanently close its facility located at 2150 Alpine NW, Grand Rapids, Michigan 49544 commencing on or around May 2, 2004. If the parties are able to reach and ratify an agreement, instead of a plant closure there would be a permanent layoff of approximately 350 employees commencing on or around May 2, 2004. Lear designates this date as the first of a 14-day window period, as provided under the WARN Regulations, for the plant closure/permanent layoffs to occur. This letter constitutes formal notice of the closure/permanent layoffs as required under the Worker Adjustment and Retraining Act of 1988 ("WARN").

Any current or prospective temporary layoff will be converted to permanent termination on the date of the plant closure or permanent layoffs.

By copy of this letter, the following have also been given notice of the closure/permanent layoffs:

Lonnie McCaleb, UAW Chairman Local 1231, 4269 Alpine NW Comstock Park, Michigan 49321

Garry Bernath UAW International Representative UAW Solidarity House 8000 East Jefferson Ave.
Detroit, Michigan 48214

Robert VerHeulen, Mayor of City of Walker, 4243 Remembrance Road NW, Walker, MI 49544

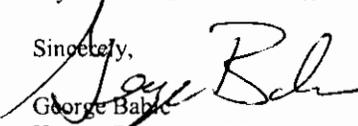
Glenn Kade, UAW President Local 1231, 4269 Alpine NW Comstock Park, Michigan 49321

Harvey Woodard, UAW International Representative Region I-D, 3300 Leonard, NE
Grand Rapids, MI 49525-3363

The copy of this notice that is sent to the local government and state dislocated worker unit includes a list of potentially affected positions by job title and statement of the number of employees in each classification. The copy of this notice that is sent to the unions (and union officials) identified above contains the above information and the names of the affected workers. With respect to the nonrepresented salaried employees receiving this notice, no "bumping rights" exist.

If you need additional information please contact George Babic at 616-252-3530.

Sincerely,


George Babic
Human Resources Manager

Cc: John Laing
Richard Van Heukelom

John Fowler
All non represented Employees



Memorandum

Corporate World Headquarters
21557 Telegraph Rd.
PO Box 5008
Southfield, MI 48086-5008

April 30, 2004

Deborah Hennessey
Workforce Transition Unit
MI Dept. of Career Development/Workforce Programs
Victor Office Center-5th Floor
201 North Washington Square
Lansing, MI 48913

RE: Extension of WARN Notice

Dear Ms. Hennessey:

Pursuant to the Worker Adjustment and Retraining Notification Act of 1988 ("WARN"), Lear Corporation is extending notice of closing/permanent lay offs contained in its February 26, 2004 letter to you regarding its facility located at 2150 Alpine NW, Grand Rapids, Michigan 49544. Lear anticipates that the closure of the plant or permanent lay offs will now occur on or around May 17, 2004. Lear designates this date as the first of a 14-day window period, as provided under the WARN Regulations, for the plant closure/permanent layoffs to occur. The reason for the extension is ongoing collective bargaining with the UAW for continued operation of the facility.

By copy of this letter, the following have also been given notice of the extension:

Lonnie McCaleb, UAW Chairman Local 1231, 4269 Alpine NW Comstock Park, Michigan 49321

Deborah Hennessey, Workforce Transition Unit Michigan Dept. of Career Development/Workforce Programs Victor Office Center-5th Floor, 201 North Washington Square, Lansing, MI 48913

Robert VerHeulen, Mayor City of Walker, 4243 Remembrance Road N.W., Walker, MI 49544

Glenn Kade, UAW President Local 1231, 4269 Alpine NW Comstock Park, Michigan 49321

Harvey Woodard, UAW International Representative Region 1-D, 3300 Leonard, NE
Grand Rapids, MI 49525-3363

If you need additional information please contact George Babic at 616-252-3530.

Sincerely,

George Babic
Human Resources Manager

Cc: John Laing
Richard Van Heukelom

John Fowler

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MAY 5 2004

WORKFORCE TRANSITION

Number of Employees

Machine Operators: 442
Hi Lift Tiering: 31
Checker Receiver: 3
Driver Licensed Semi: 3
Crib Attendant: 5
Quality Tech Floor: 12
Quality Tech Rec: 6
Power Sweeper: 12
Labor Yard: 1
Sound Booth Operator: 65
Boiler Operator: 2
Carpenter: 2
Electrician: 16
Machine Repair Machinist: 20
Millwright/Welder: 8
Painter and Glazier: 4
Pipefitter: 6
Tool Maker: 11
Truck Repair (Gas and Electric): 3
Sewing Machine Repair: 7



Lear Corporation
Marshall
820 Industrial Road
Marshall, MI 49068
USA

Phone [269] 781-2875
Fax [269] 781-4573

2724

Mr. Ron Rose
Regional Manager
Michigan Works
609 S. Superior
Albion, MI 49224

October 27, 2004

Dear Mr. Rose:

Please be advised that Lear Corporation will be experiencing a workforce reduction at the facility located at the address in the letterhead above, which may be a covered event under the Worker Adjustment and Retraining Act of 1988 (WARN).

Lear anticipates that affected employees will be laid off beginning December 26, 2004, or during the 14 day period that begins on that date. The layoff will be an indefinite layoff with no specific date to return to work. This planned action is expected to be "permanent", as that term is used in the WARN regulations, in that Lear cannot estimate any temporary duration based on available information.

By copy of this letter, the following have also been given notice of these plans:

Mr. Rick Ringman
International Staff, Region 1C
1002 East South Street
Jackson, MI 49203

Mr. Ron Rose
Regional Manager
Michigan Works
609 S. Superior
Albion, MI 49224

Mr. John Miller
Mayor Marshall
323 West Michigan
Marshall, MI 49068

Ms. Sherry Taylor
Chairperson, UAW Local 1294
820 Industrial Road
Marshall, MI 49068

The copy of this notice that is sent to the local government and the state dislocated worker unit includes a list of the affected positions by job title and a statement of the number of employees in each job classification. The copy of this notice that is sent to the unions (and union officials) identified above contains the above information and the names of the affected workers.

With respect to each unrepresented affected salaried employee receiving this notice, be advised that we expect you will be laid off on December 31, 2004 and that no "bumping" rights exist.

If you need additional information, please contact Scott Norris at 269-789-0310.

Sincerely,

Scott A. Norris, III
Human Resource Manager

Cc; Unrepresented Affected Salaried Employees
Mr. Ron Rose
Mr. John Miller
Ms. Sherry Taylor

Enclosure: List of affected positions, Hourly & Salaried



**LIST OF SELECTED EMPLOYEE TITLES
FOR WARN NOTIFICATION LETTER ATTACHMENT**

- Material Specialist
- Supervisors (5)
- Process Technician (6)
- Quality Auditor (5)
- Quality Engineer
- Operational Improvement Engineer

Salary Total Laid Off: 19



LIST OF AFFECTED HOURLY POSITIONS
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HOURLY

Classification	Number of Employees Laid Off
Assembler	31
Floor Scrubber/Utility	2
Glue Sprayer	1
Glue Technician	2
Grinder	1
Janitor	1
Kitline Operator	12
Lead Stock	9
Maintenance A Class I	3
Maintenance B	2
Mold Setter	7
Paint Sprayer	3
Paint Technician	4
Press Operator	114
Relief Operator	17
Shipping & Receiving	5
Shipping Clerk	1
Tool Crib Attendant	2
Tool Repair	2



LIST OF AFFECETED SALARIED POSITIONS

- Material Specialist
- Supervisors (5)
- Process Technician (6)
- Quality Auditor (5)
- Quality Engineer
- Operational Improvement Engineer

Salary Total Laid Off: 19



Memorandum

Corporate World Headquarters
21557 Telegraph Rd.
PO Box 5008
Southfield, MI 48086-5008

February 26, 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.

Dear Ms. Hennessey:

Lear Corporation is currently engaged in collective bargaining with the UAW and Local 1231 at the Grand Rapids plant. If those negotiations result in a collective bargaining agreement which is approved by the union and ratified by the members, please be advised that Lear intends to cease production and close its facility located at 2915 Walkent, N.W., Walker, Michigan 49544. While Lear expects that in such event certain Walker facility employees will be offered positions at the Grand Rapids plant, the closure of the Walker facility will result in the permanent layoff of 50 employees on or around May 2, 2004. Lear designates this date as the first of 14-day window period, as provided under the WARN Regulations, for the plant closure/permanent layoffs to occur. This letter constitutes formal notice of the closure as required under the Worker Adjustment and Retraining Act of 1988 ("WARN").

Any current or prospective temporary layoff will be converted to permanent termination on the date the plant closes.

By copy of this letter, the following have also been given notice of the closure:

Anh Lee Phong, UAW Chairman Local 2344, 2915 Walkent, N. W., Walker, Michigan 49544.

Robert VerHeulen, Mayor of City of Walker, 4243 Remembrance Road NW, Walker, MI 49544

Michael Baker, UAW President Local 2344, 2915 Walkent, N. W., Walker, Michigan 49544.

Harvey Woodard, UAW International Representative Region 1-D, 3300 Leonard, NE
Grand Rapids, MI 49525-3363

The copy of this notice that is sent to the local government and state dislocated worker unit includes a list of affected positions by job title and statement of the number of employees in each classification. The copy of this notice that is sent to the unions (and union officials) identified above contains the above information and the names of the affected workers. With respect to the nonrepresented salaried employees receiving this notice, no "bumping rights" exist.

If you need additional information please contact Darrell Boyce at 616-785-2201.

Sincerely,

A handwritten signature in cursive script that reads 'Darrell Boyce'.

Darrell Boyce
Human Resources Manager

Cc: John Laing
Richard Van Heukelom
Encl. 1

John Fowler
All non represented Salaried Employees

Positions Effected by Plant Closing

<u>Job Title</u>	<u>Number of Employees</u>
Maintenance	18
ES Test Technician	7
Quality Inspector	4
Trainer	2
Material Technician	8
Group Leader	8
Team Leader	7
Hilo Optech	6
Janitor	4
Operations Technician	301
Plant Manager	1
Operations Manager	1
Production Superintendent	2
Production Supervisor	3
Quality Manager	1
Senior Quality Engineer	2
Quality Engineer	3
Learning Center Supervisor	1
TS 16949/ISO 14001 Coordinator	2
CMM Operator	1
Human Resource Manager	1
Human Resource Specialist II	1
Human Resource Administrator	1
Plant Technical Manager	1
Plant Engineer II	4
Plant Engineer	2
Materials Manager	1
Materials Supervisor	2
Materials Administrator	1
Plant Controller	1
Accounting Supervisor	1
Senior Accountant	1
IT Administrator	1
A/P Administrator	1
Acctg. Administrator	1
Administrator	1
Six Sigma Blackbelt	3

Marathon Services, Inc.
3433 E. Warren Avenue
Detroit, MI 48207

Mr. James Houck
Director, Workforce Transition Unit
Michigan Department of Career Development
Victor Office Center
201 N. Washington Square, 5th Floor
Lansing, MI 48913

September 22, 2004

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SEP 24 2004

WORKFORCE TRANSITION

RE: Notice of Plant Closing

Dear Mr. Houck:

Marathon Services, Inc. and its related entity, Productive Labor Services, Inc., hereinafter referred to as "Marathon", is currently in negotiations with companies that are interested in purchasing its business. Should any of these deals come to fruition, Marathon will cease all operations. It is Marathon's understanding that none of the potential purchasers plan to continue operations at its Detroit plant. However, it is possible that purchaser(s) may offer employment to some of the affected employees.

In compliance with the Worker Adjustment and Retraining Notification Act, this letter notifies you of planned permanent plant closing, within the meaning of the Worker Adjustment and Retraining Notification Act, at the Marathon facility located at 3433 E. Warren Avenue, Detroit, Michigan.

An exact date for the plant closing has not yet been established, but it is anticipated that the plant closing will occur on or after November 1, 2004.

Some of the affected hourly employees at Marathon are represented by one of three different unions: Teamsters Local 51, UNITE Local 24 and the International Union of Operating Engineers Local 547. No transfer or bumping rights are available to hourly employees under the collective bargaining agreements. Notice has been provided to the respective unions and all affected employees.

The names, job classifications, and the current number of affected employees are contained in the attached schedule.

If you have any questions, please contact Mr. Robert Carrigan at Marathon at 313 921-2727.

Very truly yours,

Marathon Services, Inc. Productive Labor Services, Inc.
Marathon Services, Inc.
Productive Labor Services, Inc.

Attachment

cc: Mayor Kwame Kilpatrick, City of Detroit ✓



Melody Farms, L.L.C. • 2224 W. Willow Rd. • Lansing, MI 48917

Phone: (517) 374-4926 • Fax: (517) 374-4955

March 15, 2004

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MDOD-OWD

MAR 16 2004

WORKFORCE TRANSITION

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

Dear Ms. Hennessey:

This is to inform you that Melody Farms LLC plans to close its facility located at 2224 West Willow, Lansing, MI 48917.

We expect to close the facility and layoff all workers on May 15, 2004. We expect the separations to be permanent, and the employees will not have bumping rights.

Some of the affected employees are represented by the following union:

Ms. Rose Dietz, International Representative, Local #93
Retail, Wholesale & Department Stores Union
3181 Eastern Avenue SE
Grand Rapids, MI 49508
Phone: (616) 241-4357

Attachment "A" is a table showing the job titles of positions affected and the number of affected employees in each job classification.

Should you desire any further information regarding this matter, please contact me at (517) 485-7263.

Very truly yours,

A handwritten signature in black ink that reads "David N. Wittkop". The signature is written in a cursive, flowing style.

David N. Wittkop
Plant Manager



Melody Farms, L.L.C. • 2224 W. Willow Rd. • Lansing, MI 48917

Phone: (517) 374-4926 • Fax: (517) 374-4955

Attachment A

<u>Job Titles</u>	<u>Number of Employees</u>
Blow Mold Operator	1
Cooler Associate	21
Lab Associate	2
Maintenance Associate	7
Production Associate	36
Data Entry Clerk	2
Payroll Clerk	1
Janitor	1
PT – Weekend Supervisor	2
Distribution Coordinator	1
Production Supervisor	10
Distribution Supervisor	1
Accounting Manager	1
Sales Representative	1
HR Supervisor	1
Quality Assurance	1
Purchase Production Manager	1
Cooler Manager	1
Driver Supervisor	1
Purchasing Administrator	1
Lead Production Supervisor	1
Distribution Manager	1
Production Manager	1

Dearborn Operations
5433 Miller Rd.
Dearborn, MI 48126



November 1, 2004

Mr. James Remensnyder
Michigan Department of Labor & Economic Growth
Rapid Response Section
Victor Office Center – 5th Floor
201 North Washington Square
Lansing, MI 48913

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MDCO-OWD

NOV 02 2004

WORKFORCE TRANSITION

Dear Mr. Remensnyder:

Meridian Automotive Systems, Inc. has developed plans to curtail the operations at our Dearborn facility located at 5433 Miller Road, Dearborn, Michigan on what we expect at this time to be a permanent basis. Consistent with these plans, employment separations are expected to commence on or about December 31, 2004. We anticipate that these plans, when finalized, would be permanent and they would ultimately involve the entire facility. We are forwarding this letter to provide you with notice of the curtailment and the timetable for its implementation.

We plan to curtail the operations at the Dearborn facility in three phases: the first on or about December 31, 2004, the second around January 31, 2005, and the third around February 28, 2005. We anticipate that this curtailment will cause potential employee separations in Dearborn as follows: 25 positions on December 31, 2004; 44 positions on January 31, 2005; and 72 positions on February 28, 2005. (These dates are based on present information and could move 14 days at a later time.) A list of job titles and the number of employees currently holding affected positions accompanies this letter as Attachment A. This announcement and the above timetable are based on the best information currently available. However, various factors may still affect these plans and the timing of employee separations. You will be informed of any changes or as additional information becomes available.

The UAW and their West Side Local 174 represent some of the employees who will be affected by the Company's plans, which have been addressed in separate letters forwarded via hand delivery to Don Jividen, International Representative, and Cynthia Rogers, Bargaining Committee Chair.

If you require additional information feel free to contact me at (616) 527-8686.

Sincerely,


C. P. Woods,

**MERIDIAN AUTOMOTIVE SYSTEMS, INC.
DEARBORN, MI PLANT**

ATTACHMENT A

As explained in the accompanying letter, we anticipate that the job titles and the number of employees listed below will be affected by a curtailment of Meridian Automotive's operations located at 5433 Miller Road, Dearborn, MI. NOTE: The following includes both union and non-union affected positions.

JOB TITLE	NUMBER
Process Technician	4
Production Supervisor	3
Plant Engineering / Tool Engineering Manager	1
Purchasing Manager / Materials Manager	1
Human Resources Manager	1
Quality Assurance Manager	1
Controller	1
Facilities Manager / Manufacturing Manager	1
A / R Coordinator	1
A / P & Payroll Coordinator	1
Receptionist / Clerk	1
Human Resources Assistant	1
Administrative Assistant (Quality)	1
Quality Engineer	1
Production Control Clerk	1
Scheduler	1
Production Control Supervisor	1
Shipping & Receiving Supervisor	1
Machine Operator	69
Maintenance	4
Material Handlers	9
Section Leaders	12
Box Coordinator / Packaging Coordinator	3
Die Setters	3
Quality Inspector / Quality Control	7
O. D Grinder	3
Tool Room	2
Shipping & Receiving	4
Janitor	2
Total	141



METALFORMING TECHNOLOGIES, INC.

October 29, 2004

Via U.S. Mail

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MDCB-OWB

NOV 03 2004

WORKFORCE TRANSITION

Ms. Deborah Hennessey
Michigan Department of Career Development
Workforce Programs
201 N. Washington Square
5th Floor
Lansing, Michigan 48913

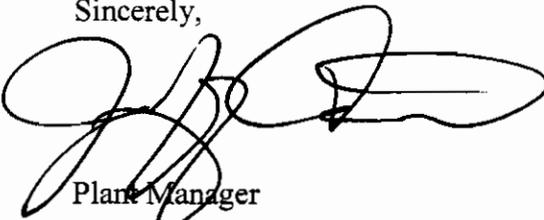
Dear Ms. Hennessey:

Metalforming Technologies Inc. has made a business decision to discontinue its operations at the Flint, Michigan plant. As a result, we will begin preparations to shut down all related operations at the Flint, Michigan facility located in Burton, MI. It is expected that terminations of employees at the plant will begin in January, 2005 and be ongoing through March, 2005.

In all, the closing will result in an employment loss for 108 employees. This notice is being provided in accordance with the Company's obligations under the Worker Adjustment and Retraining Notification Act, 29 U.S.C. Section 2101 et. seq. All other information required by 29 C.F.R. § 639.7(e) is available on site for your review.

For further information regarding this closing and the related separations, you may contact Ms. Sheila Clayton, Human Resources Manager at (810) 744-9012.

Sincerely,



Plant Manager

MetLife®

Metropolitan Life Insurance Company
25330 Telegraph Road
Suite 440
Southfield, Michigan 48034

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MDOJ-OWD

OCT - 4 2004

WORKFORCE TRANSITION

September 27, 2004

Deborah Hennessey
Workforce Transition Unit
Michigan Dept of Labor & Economic Growth
Rapid Response Section
Victor Office Center - 5th Floor
201 North Washington Square
Lansing, MI 48913

Dear Ms. Hennessey:

Please be advised that Metropolitan Life Insurance Company is taking employment action at its facility located at 25330 Telegraph Road, Southfield, MI, 48034, of which notice is hereby provided to you under the Worker Adjustment and Retraining Notification ("WARN") Act. We expect to begin separations from employment of approximately 300 employees from this site on or about December 30, 2004 (or within 14 days of that date), and to begin separations from employment of approximately 70 other employees at this site on later dates. The employees at this facility do not have a collective bargaining representative.

If you have any questions about this, please contact me at (248) 223-7561.

Sincerely,


Julie Hogland
Managing HR Generalist

Cc: Brenda J. Lawrence, Mayor
City of Southfield

MICRO CRAFT INC.

QS-9000 / ISO-9001 Registered
ELECTRO-MECHANICAL PRODUCTS

41107 JO DRIVE • NOVI, MICHIGAN 48375-1920

PHONE: (248) 476-6510

FAX: (248) 476-1706

RECEIVED
MDOD-OWD

MAY 14 2004

May 11, 2004

WORKFORCE TRANSITION

Ms. Deborah Hennessey
Michigan Department of Career Development
201 N. Washington Square, 5th Floor
Lansing, MI 48913

Subject: WARN Act Notice

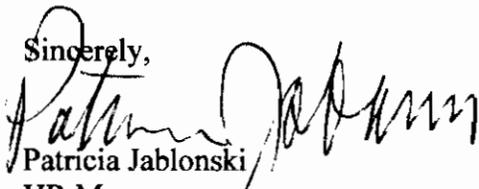
Dear Ms. Deborah Hennessey,

Per your phone conversation with Mr. Schweibold, Niles USA Inc will transform its current Novi, Michigan operation into a North American corporate headquarters. The new Niles complex will house its US Executive Offices, US Sales, Marketing and Service operations and a US Engineering, Research and Development Center.

Enclosed is your notification including the of the affected positions as required by the WARN Act.

To accommodate the restructuring of the Novi complex, Niles will transfer its final assembly operations to its exiting plant in Quitman, Georgia.

Sincerely,



Patricia Jablonski

HR Manager

45175 West 10 Mile Road

MICRO CRAFT INC.

**QS-9000 / ISO-9001 Registered
ELECTRO-MECHANICAL PRODUCTS**

41107 JO DRIVE • NOVI, MICHIGAN 48375-1920

PHONE: (248) 476-6510

FAX: (248) 476-1706

To: Ms. Deborah Hennessey
Michigan Department of Career Development
201 N. Washington Square, 5th Floor
Lansing, MI 48913

Date: May 11, 2004

WARN ACT NOTICE

This purpose of this notice, as required by the Worker Adjustment Retraining Notification (WARN) Act, is to provide you with 60 days advance notice of the need to significantly reduce the workforce at Micro Craft. We will be initiating permanent layoffs at our warehouses and production plants located at 41107 and 41129 Jo Drive Novi, Michigan, resulting in the permanent closing of these warehouses and production plants and the layoff of 50 or more employees. The Company regrets having to take these actions but feels it is necessary because of its current business situation. The Company has decided to provide severance pay to employees. Information about severance will be provided in a separate letter.

The WARN Act requires the Company to provide a 60-day notice to all persons who will lose their job through a mass layoff or plant closing. It is expected that the layoffs will take place over the next few months. We expect the first round of layoffs to occur July 11th through July 25th and a second round between July 26 and August 6th. Individual employees will be notified of the specific date on which they can expect their layoff to begin as soon as we are reasonably able to provide that information. In the event some layoffs occur prior to July 11, your pay and benefits will be continued through July 10 in lieu of receiving the full 60 days notice. However, any severance paid out to these employees will be offset by any continuation pay made in lieu of the 60-day notice.

A list of the job titles of positions to be affected and the number of affected employees is attached.

A copy of this notice is being sent to the appropriate local government unit as well as the State Dislocated Worker Unit.

For further information, you may contact the Human Resource Manager Pat Jablonski at 248-476-6510 during normal business hours.

Andrew Ason
Chief Production Officer
Niles USA

Attachment:

MICRO CRAFT INC.

**QS-9000 / ISO-9001 Registered
ELECTRO-MECHANICAL PRODUCTS**

41107 JO DRIVE • NOVI, MICHIGAN 48375-1920

PHONE: (248) 476-6510

FAX: (248) 476-1706

Micro Craft Novi Closing Affected Positions

Job Title	
Assembler	145
Line Lead	2
Packer	3
Solder	13
Testing / Audit	22
General Supervisor	2
PCB Engineer	1
Office/Clerical	2
Maintenance	4
Material Control Assistant	1
Material Control Clerk	2
Mold Associate	1
Production Control Scheduler	1
Q.C. Inspector	13
Quality Coordinator	2
Quality Engineer	1
Quality Technician	2
Supervisor	8
Warehouse	10
Managers	2
Total Employees	237



NDLEG
Debra Hennesey
201 N. Washington Sq.
Lansing, MI 48913

Phone: (517) 335-1943
373-6234

Dear Ms. Hennesey:

Due to recent changes by the owners, Money's Foods USA Inc, has decided to close its operation in Howe, Indiana that will affect approx 260 employees including salaried employees.

The employees that are affected by this plant closure currently perform manual labor tasks related to growing, harvesting and packaging of fresh mushrooms. Others operate equipment or are in a supervisory position.

In addition to fulfilling our obligations under the WARN act, Money's is interested in working with your department to assist our employees during this difficult transition.

If you have any questions, please contact me at (260) 367-2112 ext. 203.

Sincerely,

A handwritten signature in cursive script that reads "Victoria Soto".

Victoria Soto
Regional Human Resources Manager

RECEIVED
MDCO-OWD

NOV 16 2004

WORKFORCE TRANSITION



RECEIVED
MDOD-OWD

APR 9 2004

WORKFORCE TRANSITION

April 6, 2004

Mr. Jim Houck
Michigan Jobs Commission
Workforce Transition Unit
201 North Washington Square
Victor Office Center, 5th Floor
Lansing, Michigan 48913

Re: Notice of Layoff

Dear Mr. Houck:

In accordance with the Worker Adjustment and Retraining Notification Act, 29 USC §2101 et seq, you are hereby notified that a mass layoff will occur at:

MSX International, Inc. ("MSXI")
19855 W. Outer Drive
Dearborn, MI 48124

The layoff is expected to be permanent.

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

Alethea Wilson, Corporate Counsel
(248) 829-6309

The Ford Motor Co. Extended Service Plan Call Center managed by MSX International is being relocated to a Ford location in Melbourne, Florida. The anticipated date of transition is July 1, 2004. It is possible that some layoffs may occur prior to and/or after that date.

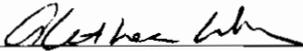
MSXI verbally notified all affected employees of this layoff on March 19, 2004 and we will be issuing the required WARN Act letters to employees within the next 5 business days. At this point, this loss of business affects 60 employees. At this date, the total number of employees at this project location is 134.

The job titles of positions to be affected, and number of affected employees in each job classification, are set forth in the attached schedule.

Bumping rights will not exist following this layoff.

The affected employees are not represented by a labor organization.

Very truly yours,


By: Alethea Wilson, Corporate Counsel

<u>Job Classification</u>	<u># of Affected Employees in Classification</u>
Supervisor	3
Group Leader	6
Customer Service Representative	10
Technical Service Representative	44
Administrative Coordinator	2
Receptionist	1
Courier	1



CORPORATE HEADQUARTERS
2875 West Grand Boulevard | Detroit, Michigan 48202 | (800) 875.WELL | www.wellplan.com

July 29, 2004

Ms. Deborah Hennessey
Manager, Department of Labor & Economic Growth
Rapid Response Section
5th Floor, Victor Building
201 N. Washington Square
Lansing, MI 48913

RECEIVED
MDCD-OWD

AUG - 3 2004

WORKFORCE TRANSITION

Re: Notice of Termination of Employees

Dear Ms. Hennessey:

This is a notice of the permanent termination of 354 employees at The Wellness Plan at the following locations:

- Administration Building, 7700 2nd Avenue, Detroit, MI 48202
- Gateway Health Center, 2888 W. Grand Blvd, Detroit, MI 48202
- Northwest Health Center, 21040 Greenfield, Oak Park, MI 48237
- East Area Health Clinic, 4909 E. Outer Drive, Detroit, MI 48234
- Muskegon Regional Office, 1708 Sheldon Road, Grand Haven, MI 49417

It is provided to you in accordance with the Department of Labor's Worker Adjustment and Retraining Rules and Regulations, 20 CFR Part 639 ("WARN").

On September 30, 2004, The Wellness Plan will terminate non-essential full and part time employees with the remaining employees being released over the following year. Numbers of employees per position to be affected are listed on Attachment A.

Bumping rights do not exist for person occupying the affected positions.

A copy of our notice to employees who will be affected by this closure is attached. The Wellness Plan physicians are members of a union, Physicians for Responsible Negotiation and have been notified. The union's representative is:

Dr. Linwood Black, PRN Representative
The Wellness Plan
7700 Second Avenue
Detroit, MI 48202

Questions and requests for further information should be directed to Janice Wingo-Sylvertooth, Director, Human Resources, at 313.202.8660.

Sincerely,

James Gerber
James Gerber
Deputy Rehabilitator

Attachment



30+ Years of Service

State Licensed
Health Maintenance
Organization

THE WELLNESS PLAN
Attachment A

As explained in the accompanying letter, employees currently holding positions in the job titles listed below will be affected by the termination of operations of The Wellness Plan's facilities located at:

Administration Building, 7700 2nd Avenue, Detroit, MI 48202
Gateway Health Center, 2888 W. Grand Blvd, Detroit, MI 48202
Northwest Health Center, 21040 Greenfield, Oak Park, MI 48237
East Area Health Clinic, 4909 E. Outer Drive, Detroit, MI 48234
Muskegon Regional Office, 1708 Sheldon Road, Grand Haven, MI 49417

Job position eliminations will begin on September 30, 2004

Job Title	Number of Positions	Job Title	Number of Positions	Job Title	Number of Positions
Abnormal Lab Clerk	3	Human Resources Generalist	2	Release of Info Corresp	2
Accountant II	2	Interim Director	1	Risk Management Specialist	1
Accounting Support Specialist	1	Inventory Control Clerk	1	RN	6
Accounts Payable Processor	1	Laboratory Assistant	2	Senior Health Economic Analyst	1
Administrative Assistant	1	Lead Service Specialist	2	Senior Accounting Specialist	1
Administrative Support Assistant	3	LPN	20	Senior Business Tech Analyst	2
Ancillary Assistant	1	Mail Receipt Clerk	1	Senior Accounts Payable Specialist	1
Appeals Assistant	1	Manager, Quality & Customer	1	Senior Programmer Analyst	3
Billing & Collection Specialist	2	Manager, Adjustments & Appeals	1	Senior Reimbursement Specialist	2
Business Technical Analyst	5	Manager, Application Systems	2	Staff Assistant	1
Case Manager	5	Manager, C.S. Operations	1	Staff Attorney	1
CBX Operator I	2	Manager, Complaints & Appeals	1	Staging Technician	1
CBX Operator II	2	Manager, Corp Compliance & Risk	1	Subrogation & 3 rd Party Recovery	1
Chief Physician	3	Manager, Health Services Mgt	1	Supervisor, Application Systems	1
Claims Examiner	12	Manager, Human Resources	1	Supervisor, Computer Operations	1
Claims Inquiry Specialist	1	Manager, Laboratory Services	1	Supervisor, Laboratory	1
Claims Mgt Services Assistant	1	Manager, Medical Records	1	Supervisor, Material Distribution	1
Claims Performance Specialist	1	Manager, Operation Improve	1	Supervisor, Medical Records	1
Clinical Pharmacist	16	Manager, Patient Processing	1	Supervisor, Member Admin Proc	1
Commercial Specialist	1	Manager, Provider Contracting	1	Supervisor, Pharmacy	4
Complaints & Appeals Specialist	1	Manager, Provider Reim/ Acct	1	Supervisor, Tech Serv/Security	1
Compliance Administrative Analyst	1	Manager, Purchasing and Facility	1	Supervisor, Telecommunications	1
Computer Operator II	1	Manager, Quality Management	1	Technical Support Coordinator	1
Computer Support Technician	1	Manager, Telecommunications	1	Unit Clerk	18
Consultation Coordinator	1	Maternal Supp Serv Coordinator	1	Utilization Management Assistant	3
Controller	1	Medical Assistant	30	Utilization Review Coordinator	9
Coordinator, Mail Service & Fleet	1	Medical Director	1		
Coord Benefits Specialist	1	Medical Lab Tech	2	Total number of employees:	354
Coordinator Provider Database	1	Medical Rec Coder	1		
Coordinator, Member Admin Proc	1	Medical Record File Clerk	1		
Coordinator, Member Retention	1	Medical Technologist	4		
Credentialing Coordinator	2	Membership Database Maint Analyst	1		
Credentialing Manager	1	Network Support Technician	1		
Customer Service Asst./Secretary	1	Nursing Supervisor	3		
Customer Service Specialist	7	PC/Network Support Specialist	1		
Data Entry Clerk	6	Pediatric Case Manager	1		
Database Specialist	1	Pharmacy Assistant	1		
Director, Human Resources	1	Pharmacy Services Assistant	1		
Director, Community Affairs	1	Pharmacy Technician	17		
Director, Customer Services	1	Physician	23		
Director, Information Technology	1	Programmer Analyst I	1		
Director, Pharmacy	1	Programmer Analyst II	3		
Director, Quality Management	1	Provider Database Main Analyst	1		
Director, Recovery & Third Party	1	Provider Relations Representative	1		
Disease Management Coordinator	1	Provider Service Specialist	1		
Distribution Technician	1	Purchasing Agent Coordinator	1		
Encounter Clerk	1	Quality Risk Analyst	4		
Executive Secretary	6	Radiology Technician	2		
Expediter/ Assistant	1	Record Control Clerk I	10		
Facility Coordinator	2	Record Control Clerk II	1		
Head Nurse- RN	1	Referral Specialist	4		
Health Services Mgt Liasion	1	Regional Contracting Officer	2		
HSM Outcomes Analyst	1	Regional Service Officer	1		
Human Resources Assistant	1	Release of Info Clerk	1		



CORPORATE HEADQUARTERS
2675 West Grand Boulevard | Detroit, Michigan 48202 | (800) 875.WELL | www.wellplan.com

July 29, 2004

Dear Employee:

The right to serve The Wellness Plan's membership will be terminated as of September 30, 2004; the membership will be purchased and served by Molina Healthcare of Michigan, McLaren Health Plan and Total Health Care, effective October 1, 2004. The Wellness Plan will continue to operate as an HMO and serve its Medicaid members until this date.

This is a notice of the permanent termination of 354 employees at The Wellness Plan at the following locations:

Administration Building, 7700 2nd Avenue, Detroit, MI 48202
Gateway Health Center, 2888 W. Grand Blvd, Detroit, MI 48202
Northwest Health Center, 21040 Greenfield, Oak Park, MI 48237
East Area Health Clinic, 4909 E. Outer Drive, Detroit, MI 48234
Muskegon Regional Office, 1708 Sheldon Road, Grand Haven, MI 49417

Regretfully, it has become necessary for The Wellness Plan to terminate your employment effective September 30, 2004. Therefore, in accordance with the Worker Adjustment and Retraining Notification (WARN) Act of 1988, this document will serve as a minimum of 60 days notice of termination to you. Bumping rights do not exist for persons occupying the affected positions.

If you have any questions or need additional information, you may contact Janice Wingo-Sylvertooth, Director of Human Resources, at 313.202.8660.

We thank you for all your services and wish you all the best for the future.

Sincerely,

James Gerber
Deputy Rehabilitator



30+ Years of Service

State Licensed
Health Maintenance
Organization



22401 Foster Winter Drive
Southfield, Michigan 48075
Phone (248) 483-5500
Administration (248) 483-5545
Fax (248) 423-1467

December 7, 2004

RECEIVED
MDCB-OWB

DEC 9 2004

WORKFORCE TRANSITION

Ms. Deborah Hennessey
Work Force Transition Unit
Michigan Department of Career Development
Work Force Programs
Victor Office Center – 5th Floor
201 N. Washington Square
Lansing, MI 48913

VIA DHL EXPRESS

**Re: Oakland Regional Hospital
WARN Act Notice**

Dear Ms. Hennessey:

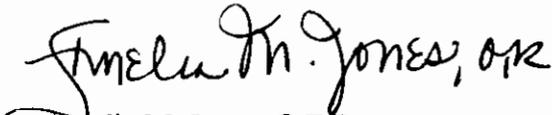
This notice is being provided to you pursuant to the Workers' Adjustment and Retraining Notification Act of 1988, which requires an "employer" as that term is defined in the Act to give official notice certain government units or officials of a pending plant closing. While Oakland Regional Hospital does not believe it qualifies as an employer under the Act, it nonetheless is providing this notice at least sixty (60) days in advance of the business closing.

1. The name and address of the company is Oakland Regional Hospital, 22401 Foster Winter Drive, Southfield, Michigan 48075.
2. For further information, the company contact person is Amelia "Millie" Jones who may be reached at (248) 483-5545.
3. It is expected that the planned business closing will begin on February 12, 2005, will be temporary, and will last approximately six (6) months. The business closing will affect the entire hospital.
4. Five (5) registered nurses, eighteen (18) certified nursing assistants, three (3) licensed practical nurses, two (2) unit clerks, four (4) nursing administrators, three (3) physical therapists, two (2) occupational therapists, one (1) speech therapist, one (1) x-ray technician, two (2) medical records personnel, three (3) dietary aids, three (3) cooks, one (1) dietary department manager, one (1) social worker, seven (7) housekeepers, one (1) environmental services coordinator, one (1) accounts payable coordinator, two (2) referral coordinators, one (1) administrative clerk, one (1) biller, one (1) billing supervisor and one (1) administrative assistant will be affected by the business closing.

5. The certified nursing assistants, unit clerks, dietary aids, cooks and housekeepers are represented by Hospital Employees Division of Local 79, Service Employees International Union, AFL-CIO, 2604 Fourth Street, Detroit, Michigan 48201, Willie Hampton, President.
6. Except for hourly bargaining unit employees represented by SEIU Local 79, whose bumping rights are governed by the seniority provisions contained in the collective bargaining agreement, the employees do not have bumping rights.

If you have any questions or concerns regarding this notice, please contact the undersigned.

Sincerely,


Arnelia M. Jones, O.T.R.
Chief Operating Officer



July 9, 2004

Ms. Deborah Hennessey
Manager, Department of Labor & Economic Growth
Rapid Response Section
5th Floor, Victor Building
201 N. Washington Square
Lansing, MI 48913

RE: Notice of Termination of Employees (OmniCare TPA, Inc.)

Dear Ms. Hennessey:

Attached is a copy of OmniCare TPA, Inc.'s notice to employees who will be affected by the closure of the organization. This notice may not have been included in the correspondence submitted to you on June 24, 2004.

If you have questions, please feel free to contact me at (313) 393-4520.

Sincerely,

A handwritten signature in black ink that reads "LaZandra J. Reid". The signature is written in a cursive style with a large initial "L".

LaZandra J. Reid
Director, Human Resources

Attachment

RECEIVED
MDOD-OWD

JUL 13 2004

WORKFORCE TRANSITION



June 24, 2004

RECEIVED
MDOB-OWD

JUN 28 2004

WORKFORCE TRANSITION

Ms. Deborah Hennessey
Manager, Department of Labor & Economic Growth
Rapid Response Section
5th Floor, Victor Building
201 N. Washington Square
Lansing, MI 48913

RE: NOTICE OF TERMINATION OF EMPLOYEES

Dear Ms. Hennessey:

For your information only, this is a notice of the permanent termination of 152 employees at OmniCare TPA, Inc. located at 1155 Brewery Park Boulevard, Suite 200, Detroit, Michigan. It is provided to you in accordance with the Department of Labor's Worker Adjustment and Retraining Rules and Regulations, 20 CFR Part 639 ("WARN").

On September 30, 2004, OmniCare TPA, Inc. will terminate approximately 127 full and part-time employees from employment with the remaining employees being released over the following (6) six months. Numbers of employees per position to be affected are listed on Attachment A.

Bumping rights do not exist for persons occupying the affected positions.

A copy of our notice to employees who will be affected by this closure is attached. None of the affected employees are members of a union.

Questions and requests for further information should be directed to:
LaZandra J. Reid, Director, Human Resources, at (313) 393-4520.

Sincerely,

OmniCare TPA, Inc.

By: *Brenda Alley*
Its: Deputy Rehabilitator

Attachment





June 24, 2004

Dear Employee:

OmniCare Health Plan will be liquidated shortly and no longer exist as a licensed health maintenance organization. Coventry Health Care has signed an agreement to purchase certain assets of OmniCare Health Plan. The target date for the close of the Coventry acquisition is scheduled for October 1, 2004. As a result of the liquidation, your employer, OmniCare TPA, Inc. will be dissolved and no longer operate.

Regretfully, it has become necessary for OmniCare TPA, Inc. to terminate your employment effective September 30, 2004. Therefore, in accordance with the Worker Adjustment and Retraining Notification (WARN) Act of 1988, this document will serve as a minimum of 60 days' notice of termination to you. Bumping rights do not exist for persons occupying the affected positions.

Upon termination you will be eligible to receive severance pay, if applicable. Your severance pay will be based upon your credited years of service with OmniCare TPA, Inc.

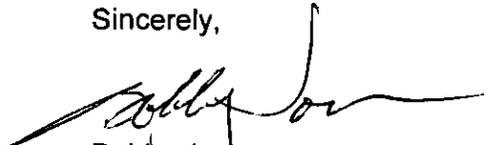
You will not be eligible for severance pay if:

- you voluntarily leave the company prior to the termination date, or
- you are terminated for cause, or
- you accept an offer of employment with CHC or any other employer

Your final paycheck will be mailed to your home address and will include pay through your last day of active employment and any unused vacation hours up to the maximum allowed. On your last day worked you will receive a severance agreement that explains in more detail the terms of your termination, if applicable. Questions and requests for further information should be directed to LaZandra J. Reid, Human Resources Director, at (313) 393-4520.

We thank you for all your services and wish you all the best for the future.

Sincerely,



Bobby Jones
Deputy Rehabilitator



Beverly Allen
Deputy Rehabilitator



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
MDOO-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:

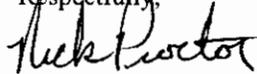
Job Titles	<u>Number of Affected Employees = 176</u>
Machine Shop	5
Training	1
Warehouse	1
Inventory	1
Box & Diewash	1
Stamping	42
Blankers	13

Page Two
Deborah Hennessey
August 30, 2004



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



PARKER MOTOR FREIGHT, INC.

NOTICE OF MASS LAYOFF

January 21, 2004

1025 KEN-O-SHA IND. DR. S.E.
P.O. BOX 710
GRAND RAPIDS, MICHIGAN 49501-0710
PHONE: (616) 241-3641
FAX: (616) 246-6774
INTERNET: <http://www.shippmf.com>
ISO CERTIFIED
RECEIVED
MDCD-OWD

JAN 23 2004

WORKFORCE TRANSITION

Workforce Transition Unit
Michigan Department of Career Development
Office of Workforce Development
5th Floor
201 N. Washington Sq.
Lansing, Michigan 48913

Certified #: 7002 2030 0006 8367 6297

Re: Closing of Parker Motor Freight, Inc. Grand Rapids, Michigan Facility

Dear Sirs:

In compliance with the Federal WARN Act (Public Law 100-379), this is to notify you that regretfully on January 31, 2004, Parker Motor Freight, Inc. (Parker Motor) will close its facility located at 1025 Ken-O-Sha Drive S.E., Grand Rapids, Michigan 49508. This will result in a permanent layoff of more than fifty (50) of its regular employees currently employed at that location including drivers, dockmen, maintenance employees, operation personnel, office clerical and administrative employees, supervisors and managers.

Parker Motor's inability to issue the requisite sixty (60) days notice, otherwise required by WARN, is the result of the combination of the following recent events:

- (1) an unforeseen business circumstance directly arising from the unexpected refusal of the Company's principal lender to extend the necessary credit to continue its operations which occurred on January 8, 2004; and
- (2) the collapse of its efforts to obtain needed capital by means of a sale to an existing competitor on January 9, 2004. Had an earlier notice of closing been given, it would have precluded Parker Motor from securing the needed capital which it anticipated would be secured by the proposed sale which would have facilitated the continuation of its trucking operations.

The closing of the Grand Rapids, Michigan terminal is in conjunction with a total closing of the Company's trucking operations at its multiple facilities located throughout Michigan and adjacent states.

In the event you have further questions, please contact me at your earliest convenience.

PARKER MOTOR FREIGHT, INC.

Pat Parker
President

PENSKE

WILLIAM W. ALLPORT, ESQ.
VICE PRESIDENT
LABOR RELATIONS

CERTIFIED MAIL
RETURN RECEIPT REQUESTED

July 6, 2004

WARN Act Officer
Workforce Transition Unit
Michigan Department of Career Development
5th Floor, Victor Office Center
201 N. Washington Square
Lansing, MI 48913

RECEIVED
MDOD-OWD
JUL 7 2004
WORKFORCE TRANSITION

RE: *Worker Adjustment and Retraining Notification Act*
Penske Logistics, LLC.
4405 Continental Drive, Flint, Michigan

Dear WARN Act Officer:

This letter is to inform you that the undersigned represents Penske Logistics, LLC. (Penske). This letter constitutes written notice to you pursuant to the notice requirements of the WARN Act legislation. Penske maintains a trucking terminal at 4405 Continental Drive, Flint, Michigan.

At present, Penske employs approximately one hundred fifty-five (155) individuals at its Flint location. The individuals employed by Penske are represented for purposes of collective bargaining by the International Brotherhood of Teamsters, Local Union No. 332. The Teamster Business Agent who represents the Penske employees is Mr. Rod Eaton

Due to the cancellation of its hauling contract, Penske will permanently close its Flint terminal (with the exception of approximately 15 drivers who are engaged in switching work) effective with the close of business on September 7, 2004. That cancellation will result in the permanent layoff of all of the individuals identified on the attached Exhibit.

We deeply regret having to provide you with this notification, however, due to the aforesaid cancellation, Penske has no alternative. If you should have any questions regarding this matter, do not hesitate to call me.

Sincerely,



William W. Allport, Esq.
Counsel for Penske Logistics, LLC.

Enclosure

August 9, 2004

Mr. James Houck
Director, Workforce Transition Unit
Michigan Department of Career Development
Victor Office Center
201 N. Washington Square, 5th Floor
Lansing, MI 48913

RECEIVED
MDOE-OWD

AUG 10 2004

WORKFORCE TRANSITION

RE: Notice of Plant Closing

Dear Mr. Houck:

In compliance with the Worker Adjustment and Retraining Notification Act, this letter notifies you of planned plant closings, within the meaning of WARN, at the following facilities listed below: Hahn Elastomer Corp., which is located at 14601, 14777, and 14557 Keel Street, Plymouth, Michigan 48170; Plastigage Corporation, which is located at 2917 Wildwood Avenue, Jackson, Michigan 49204; and Hahn Elastomer Corp.-Warren, located at 24030 Hoover, Warren, Michigan 48089. The entire plant will close on a permanent basis at each location.

As a result of the plant closings, all employees will be terminated. The plant in Plymouth will close on August 31, 2004. Another company has agreed to purchase certain assets of Hahn Elastomer Corp. The Company's understanding is that the purchaser plans to reopen the Plymouth plant on or about September 1, 2004, or the next business day following closing in the event closing is earlier, and to hire a number of the Plymouth employees.

An exact date for the plant closings in Jackson and Warren has not yet been established, but it is anticipated that the plant closings will occur by August 31, 2004. Terminations of employees began effective July 30, 2004, and all terminations will occur by August 31, 2004.

The affected hourly employees at the Warren and Jackson plants are represented by the United Auto Workers. No transfer or bumping rights are available to hourly employees under the collective bargaining agreements at the Warren and Jackson plants.

The names, job classifications, and the current number of affected employees at each facility are contained in the attached lists.

The contact person for each facility is Bridget Wolk, Human Resources Manager, whose telephone number is 734-455-3300, extension 127.

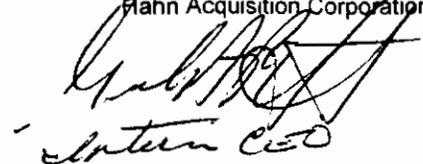
UAW Local 771 is the labor union that represents the hourly employees at the Warren plant. Local 771's address is 1640 Stephenson Hwy., Troy, Michigan 48083. The contact person for Local 771 is Mr. Michael Michniak.

UAW Local 62 is the labor union that represents the hourly employees at the Jackson plant. Local 62 address is 1002 E. South Street, Jackson, Michigan 49203. The contact person for Local 62 is Mr. Rick James.

The Company is issuing this notice less than sixty days before the planned plant closing date for the following reasons. The Company discovered financial problems in the Spring of 2004. The Company has sought financing from its bank in an effort to enable it to avoid or postpone the plant closings. Its effort to obtain financing had a realistic opportunity of succeeding and, if successful, would have enabled the Company to avoid or postpone the plant closings. The Company reasonably believed that giving WARN notification during that process would have precluded it from obtaining the needed financing. The effort to obtain financing failed for because further accommodations could not be reached with the bank. The Company then attempted to obtain purchasers for the three plants. It obtained a purchaser for certain assets of the Hahn Elastomer Corp. in Plymouth, but not for the Jackson and Warren plants.

If you have any questions, please feel free to contact Ms. Wolk.

Very truly yours,
Hahn Acquisition Corporation



Robert J. Hahn
CEO

HAHN
ELASTOMER
CORPORATION

14557 Keel Street
Plymouth, MI 48170
(734) 455-3300
Fax (734) 455-0546

October 22, 2004

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WORKFORCE TRANSITION

Michigan Dept. of Career Development
Deborah Hennessey, TAA Coordinator
201 N. Washington Square
Lansing, Michigan 48910
Fax: 517-373-4648

REHAU®

REHAU Incorporated
P.O. Box 1706
Leesburg, VA 20177
1501 Edwards Ferry Road
Leesburg, VA 20176

Telephone: (703) 777-5255
Telefax: (703) 777-3053
www.REHAU-NA.com

Dear Ms. Hennessey:

REHAU is a worldwide manufacturer of plastic products for the automotive, furniture, construction and appliance industries. Specific to North America, REHAU has facilities located in the US and Canada.

REHAU has recently made the business decision to close its Sturgis, Michigan production facility and relocate the product operation to our Montreal facility. This transfer of operations will result in approximately 40 Michigan employees being laid-off.

It is REHAU's understanding that the Trade Adjustment Assistance Program was established for just these types of situations. I ask that you contact me so that we can discuss whether REHAU's Michigan employees would qualify for the TAA program. I can be reached at (703) 777-5255, ext. 2052.

Thank you in advance for your cooperation in this matter.

Very truly yours,



Christopher McHale
Director, Human Resources





January 14, 2005

Via Hand Delivery

Director
Workforce Transition Unit
Michigan Department of Career Development
Work Programs
Victor Office Center - 5th Floor
201 North Washington Square
Lansing, Michigan 48913

Dear Sir or Madam:

SBC Midwest ("Company") has developed plans to permanently close the SBC Local Service Center (LSC), located at 16025 Northland Drive, Southfield, Michigan 48075, effective March 14, 2005. Consistent with these plans, this operation is expected to permanently close effective March 14, 2005. (Note that this action does not constitute a shut down of all operations of this location.)

There are sixty-eight (68) non-management employees and five (5) managers at this location, all of who are expected to suffer a loss of employment effective March 14, 2005. The job titles and numbers of affected employees in each title are enclosed. Management employees at this location do not have bumping rights. Any bumping rights for bargained-for employees would be governed by union agreements. The Communications Workers of America (CWA) represents the affected bargained-for employees. By separate letter, the Company has described its plans to Mr. Jeff Rechenbach, Vice President, CWA District 4, 20525 Center Ridge Road, Suite 700, Cleveland, Ohio 44116.

This letter is intended to satisfy any statutory notice requirements under the Worker Adjustment and Retraining Notification Act. By providing this notice the Company does not concede that the Act applies or that notice is otherwise required. All requests for additional information should be directed to: Elizabeth Alba, Senior HR Generalist, One SBC Plaza, Room 1450, Dallas, Texas 75202, or by telephone to (214) 464-1342.

Sincerely,

Mary Jo Jones
Area Manager – Customer Service
Local Operations Midwest

Enclosure

RECEIVED
JAN 14 2005
RAPID RESPONSE
WORKFORCE PROGRAMS

Enclosure to Letter Dated January 14, 2005

<u>Title</u>	<u># Affected</u>
Service Representative	66
Technical Associate	2
Manager – Customer Service	4
Area Manager – Customer Service	1