



August 1, 2003

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

Re: Notice of Layoff

To Whom It May Concern:

Regal Plastics will begin laying off employees at its Owosso plant on October 3, 2003. After October 3, 2003 Regal Plastics will lay off additional employees on November 3, 2003 and November 24, 2003. Regal Plastics' Owosso plant is located at 655 Wabassee Drive, Owosso, Michigan 48867. Accordingly, this notice is to advise you of the impending layoff of all affected employees pursuant to any obligation we may have under the *Worker Adjustment and Retraining Notification Act*, even though we do not believe we will have any obligation under the Act.

The layoffs will be permanent for all affected employees. A list of affected employees and their job title is attached. A majority of the employees at this facility are represented by UAW Local 743. Notification of this layoff has been sent to the following Union Representatives:

Mike DiCosola International Representative UAW Local 743 UAW Region 1-C 1940 West Atherton Road Flint, Michigan 48507	William Harrison President UAW Local 743 UAW Region 1-C 1940 West Atherton Road Flint, Michigan 48507
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REGAL PLASTICS COMPANY

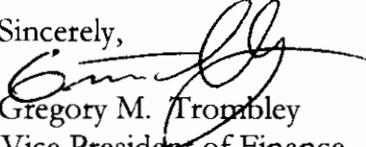
655 Wabassee Drive • Owosso, MI 48867 • (517) 723-6717 • (517) 723-1909 Fax



Should you have any questions concerning this notice, you may contact Debra Wheeler at any time by writing a letter addressed to her at the following address:

Regal Plastics Company
655 Wabasseé Drive
Owosso, Michigan 48867

You may also call her at (989) 723-6717.

Sincerely,

Gregory M. Trombley
Vice President of Finance

cc: Mayor, City of Owosso

REGAL PLASTICS COMPANY

655 Wabasseé Drive • Owosso, MI 48867 • (517) 723-6717 • (517) 723-1909 Fax

December 30, 2003



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WORKFORCE TRANSITION

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

Re: Notice of Plant Closing

To Whom It May Concern:

Due to a change in customer requirements, please be advised that Regal Plastics Company will close its Owosso facility effective January 29, 2004 so that the last day worked will be January 28, 2004 instead of on January 14, 2004 as we originally advised in our November 14, 2003 letter. Regal Plastics' Owosso plant is located at 655 Wabasse Drive, Owosso, Michigan 48867. Accordingly, this notice is to advise you of the impending layoff of all Regal Plastics' employees pursuant to the *Worker Adjustment and Retraining Notification Act*.

The layoffs will be permanent for all employees. A majority of the employees at this facility are represented by UAW Local 743. Notification of this layoff has been provided to the following Union Representatives:

Mike DiCosola
International Representative
UAW Local 743
UAW Region 1-C
1940 West Atherton Road
Flint, Michigan 48507

William Harrison, President
UAW Local 743
UAW Region 1-C
620 Corunna Avenue
P.O. Box 233
Owosso, Michigan 48867

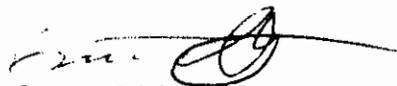
The employees who are not represented by the UAW are receiving individual layoff notices.

Should you have any questions concerning this notice, you may contact me at any time by writing a letter addressed to me at the following address:

Regal Plastics Company
655 Wabasse Drive
Owosso, Michigan 48867

You may also call me at 248-225-2251.

Sincerely,


Gregory M. Trombley

cc: Mayor, City of Owosso

REGAL PLASTICS COMPANY

655 Wabasse Drive • Owosso, MI 48867 • (517) 723-6717 • (517) 723-1909 Fax

