



ROWE INTERNATIONAL, INC.

August 29, 2003

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

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SEP 2 2003

Mr. John Logie
Mayor, City of Grand Rapids
300 Monroe Ave., N.W.
Grand Rapids, MI 49503

WORKFORCE TRANSITION

Dear Ms. Hennessey and Mr. Logie:

This letter is to comply with the notice requirements of the federal Worker Adjustment and Retraining Notification (WARN) Act. Today Rowe International (Rowe) is filing a petition in bankruptcy, as part of its plan to sell its business to a new owner. It is possible that a plant closing would be necessary for its facility located at 1500 Union, SE, Grand Rapids, Michigan, if a sale is not finalized with a suitable purchaser by October 31, 2003.

Rowe has already identified a potential purchaser, and intends to obtain bankruptcy court approval to close the sale of Rowe's business by October 31, 2003.

If a plant closing is necessary, layoffs are expected to begin on November 3, 2003. These layoffs would continue until all operations are permanently closed. No schedule for individual layoffs has been determined as yet, pending the attempt to sell the business. It is anticipated that layoffs would continue through November and December, 2003. If the plant is closed, there would be no bumping rights.

Rowe has two collective bargaining units represented by two different unions. One unit includes production and maintenance employees, excluding tool room employees. This unit is represented by IUE-CWA Local 84981. The chief elected officer of IUE-CWA Local 981 is its president, Mr. James Ranazzi, whose address is 1629 Nagel SW, Wyoming, MI 59510. The other unit includes tool room employees. This unit is represented by Lodge No. 475, affiliated with the International Association of Machinists and Aerospace Workers. The chief elected official of IAM Lodge No. 475 is its president, Mr. Leon H. Stedman Jr., whose address is 3467 Bauer Rd., Jenison, MI 49428. Also for your information, the International Representative of the IUE-CWA responsible for its unit is Donald Riger, 401 W. Main Street, Ionia, Michigan 48846, and the IAM representative responsible for its unit is Pete Jazdzyk, District #97, Sam McCormick Complex, 140 North 64th Ave., Coopersville, Michigan 49401.]

Enclosed with the copy of this letter are three lists: (1) a list of the classifications (job titles) for the employees in the unit represented by IUE, and the number of affected employees in each classification; (2) a list of the classifications (job titles) for the employees in the unit represented by the IAM, and the number of affected employees in each classification; and (3) a list of job titles for the non-unit employees at the Grand Rapids facility, and the number of employees in each. If the plant is closed, there would be no bumping rights for any employee.

If you need further information, please contact me at 616-246-0494.

Sincerely,

ROWE INTERNATIONAL INC.

By 
Edward Gundrum
Sr. Vice-President of Operations

Vp Corporate Human Resou
Staffed @ 1

Dir Of Eng-mus/tep/vend/
Staffed @ 1

Vp Engineering
Staffed @ 1

Vp Marketing
Staffed @ 1

Vp Sales
Staffed @ 1

Vp Sales & Marketing
Staffed @ 1

Vp International Sales
Staffed @ 1

Senior Vp Of Operations
Staffed @ 1

Vp Finance
Staffed @ 1

Ceo President
Staffed @ 1

Cnc Programmer
Staffed @ 1

Metal Fab/plant Mgr
Staffed @ 1

Production Spvr li
Production Spvr li
Staffed @ 2

Industrial Engineer
Industrial Engineer
Staffed @ 2

Mfg Administrative Asst
Staffed @ 1

Product Manager
Staffed @ 1

International Regional M
Staffed @ 1

Mgr/quality Assuranc
Staffed @ 1

Material Planner
Material Planner
Staffed @ 2

Mfging Enging Mgr
Staffed @ 1

Mgr/corp Purchasing
Staffed @ 1

Senior Buyer
Staffed @ 1

Equip Sales/jukebox
Staffed @ 1

Mgr Prod & Inv Cntl
Staffed @ 1

Planner
Staffed @ 1

Planner/buyer
Staffed @ 1

Stockroom Supervisor
Staffed @ 1

Benefits Manager
Staffed @ 1

Human Resources Clerk
Staffed @ 1

Customer Service/billing
Customer Service/billing
Staffed @ 2

Service Parts Mgr
Staffed @ 1

Design Eng - Electr Prog
Staffed @ 1

Design Eng Mech/elec Pgm
Staffed @ 1

Director Of Engineering
Director Of Engineering
Staffed @ 2

Lab Tech B
Staffed @ 1

Laboratory Spvr
Staffed @ 1

Manager Engineering
Manager Engineering
Staffed @ 2

Project Design Eng-analo
Project Design Eng-analo
Staffed @ 2

Project Design Eng-mech
Staffed @ 1

SYSTEMS ENGINEER
Staffed @ 1

Software Engineer
Software Engineer
Software Engineer
Staffed @ 3

Software Technician
Staffed @ 1

Director Of Technical Sv
Staffed @ 1

Marketing Director
Staffed @ 1

Marketing/sales Administ
Staffed @ 1

Regional Sales Manager
Staffed @ 1

Sales/tech Manager
Staffed @ 1

Techician Service Rep
Technical Service Rep
Staffed @ 2

Accounts Payable Associa
Staffed @ 1

General Accountant
Staffed @ 1

Junior Accountant
Staffed @ 1

Senior Cost Clerk
Staffed @ 1

I.S. Technician
Staffed @ 1

Sr Pgmmer/analyst
Staffed @ 1

Credit Accts Mgr
Staffed @ 1

Payroll Manager
Staffed @ 1

Executive Secretary
Staffed @ 1

Total Staffing @ 67

Machine Repair
Machine Repair
Staffed @ 2

Tool & Fixture Designer
Staffed @ 1

Total Staffing @ 3

Assembler
Staffed @ 1

Assistant Lead
Staffed @ 1

Asst Touch-up Lead
Asst Touch-up Lead
Staffed @ 2

Automation Operator
Staffed @ 1

Board Shop Manager
Staffed @ 1

Component Prep
Component Prep
Component Prep
Staffed @ 3

Final Assembly
Staffed @ 1

Kit Puller
Staffed @ 1

Lead Final Asm
Staffed @ 1

Lead Machine Oper
Staffed @ 1

Machine Operator
Staffed @ 1

Materials Coordinato
Staffed @ 1

Mfging Engineer
Staffed @ 1

Stuffer
Staffed @ 1

Test Technician A
Staffed @ 1

Test Technician B
Staffed @ 1

Touch-up A
Touch-up A
Touch-up A
Staffed @ 3

Total Staffing @ 22



ROWE INTERNATIONAL, INC.

November 3, 2003

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Michigan Department of Career Development
201 N. Washington Square, 5th Floor
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Mr. John Logie
Mayor, City of Grand Rapids
300 Monroe Avenue, NW
Grand Rapids, MI 49503

Dear Ms. Hennessey and Mr. Logie:

As required by the Federal Worker Adjustment and Retraining Notification Act, this letter is to notify you that the layoffs, which were initially expected to begin on November 3, 2003, are now expected to begin on November 11, 2003, or 14 days thereafter.

As you were notified in the initial WARN Act notice dated August 29, 2003, Rowe filed a petition in bankruptcy as part of its plan to sell its business to a new owner. Due to delays in the bankruptcy process, the date set for beginning layoffs had to be extended.

The layoffs, once they begin, will continue until all operations are permanently closed. It is anticipated that the layoffs will still continue through November and December 2003.

If you need further information, please contact me at 616-246-0494.

ROWE INTERNATIONAL, INC.

By

A handwritten signature in black ink that reads "Edward Gundrum".

Edward Gundrum
Sr. Vice President of Operations