

TI Automotive

TI Group Automotive Systems LLC

12345 East Nine Mile Road
Warren, MI 48090-2001

February 19, 2004

Phone: 586 758 4511

Workforce Transition Unit
Michigan Department of Career Development
Victor Office Center, Fifth Floor
201 N. Washington Square
Lansing, Michigan 48913

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MDOD-OWD

FEB 26 2004

Attention: Deborah Hennessey

WORKFORCE TRANSITION

Dear Ms. Hennessey:

I regret to inform you that TI Automotive located at 12345 E. Nine Mile Road, Warren, Michigan, has temporarily laid off the employees in the job categories listed below as of February 2, 2004. Portions of TI Automotive's operations will be continuing at this location. All layoffs occurred on February 2, 2004, and were believed to be temporary in nature at that time. While we do not believe we are required to give notice under the Worker Adjustment and Retraining Notification Act (WARN), we have now determined that the layoffs will exceed six months for a portion of our workforce, and have elected to give notice to the affected employees. This letter will act as TI Automotive's notice under the Worker Adjustment and Retraining Notification Act (WARN), 29 USC § 2101 *et seq.* should it be required.

The layoff is the result of a combination of business factors including the loss of business to competitors, declining market share of the "Big 3" Automotive OEM's, the relocation of a manufacturing line from the facility, and the reduction of excess inventory in the Company.

The job titles of positions to be affected and the number of employees in each job classification are as follows:

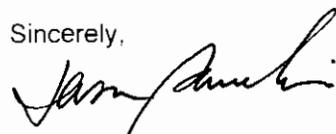
<u>Job Classification</u>	<u>Number of Affected Employees</u>
Production A Rate	50
Tube Mill Operator	10
Swimmer Supplement	1
Maintenance Mechanic	12
Tool & Die Maker	6
Quality Auditor	1
Payroll Administrator	1
Planner/Scheduler	1
Chemical Engineer	1

Some of the affected employees are covered by a collective bargaining agreement that permits bumping and recall to the facility. Those employees who are not covered by a collective bargaining agreement will not have bumping or recall rights.

Most of TI Automotive's employees affected by this layoff are represented by UAW Local 369, whose chief elected official is David Martin. He can be reached at 29001 Harper, Suite #1, St. Clair Shores, Michigan, 48081, (586) 759-3070.

If you need further information regarding the layoff, please contact Jason Paradowski at 12345 E. Nine Mile Rd., Warren, Michigan, 48090; or via telephone at (586) 755-8367.

Sincerely,



Jason Paradowski
Human Resources Manager, TI Automotive