

TEXTRON Fastening Systems

May 14, 2003

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MDOB-OWD

MAY 19 2003

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

WORKFORCE TRANSITION

Dear Ms. Hennessey:

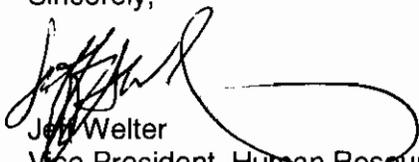
As part of Textron Fastening Systems' ongoing restructuring program to improve operating efficiencies, we have determined that it will be necessary to close our manufacturing facility located at 31600 Stephenson Highway in Madison Heights, Michigan later this year. The plant's production will be moved to other Textron Fastening Systems facilities and its employees will be eligible for possible positions at these locations.

Our decision, while difficult, is necessary to improve Textron Fastening Systems global manufacturing capacity utilization and achieve greater overall cost efficiencies that will strengthen our financial performance and competitive position.

We have begun to communicate this information to the approximate 100 employees affected. We anticipate this closure to begin in the next few months and should be completed by the end of 2003. By providing you this notice, Textron Fastening Systems would ask that your office assist our employees finding other job opportunities through the appropriate local, state and federal agencies. We will keep you informed as we progress in this plant closure.

On behalf of Textron Fastening Systems, thank you in advance for any assistance that your organization can provide our employees.

Sincerely,



Jeff Welter
Vice President, Human Resources
Textron Fastening Systems

Cc: Mr. Ray LePage

TEXTRON Fastening Systems

RECEIVED
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August 11, 2003

AUG 14 2003

WORKFORCE TRANSITION

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

Dear Ms. Hennessey:

Last fall, Textron Inc. announced that it would be expanding its restructuring program to reduce costs and improve operating efficiencies, primarily in the company's industrial businesses. As a result, the Textron Fastening Systems management team has determined that it will be necessary to close its distribution facility located at 1850 Ring Drive in Troy, Michigan and will sell the building. Distribution will be moved to other Textron Fastening Systems facilities.

Our decision, while difficult, is necessary to improve Textron Fastening Systems global capacity utilization and achieve greater overall cost efficiencies that will strengthen our financial performance and competitive position.

We have begun to communicate this information to the approximate 45 employees affected. We anticipate this closure to begin in the next few months and should be completed by the end of October 2003. By providing you this notice, Textron Fastening Systems would ask that your office assist our employees finding other job opportunities through the appropriate local, state and federal agencies. We will keep you informed as we progress in this plant closure.

On behalf of Textron Fastening Systems, thank you in advance for any assistance that your organization can provide our employees.

Sincerely,



Dave Schollhammer
Director – Human Resources, Michigan Region
Textron Fastening Systems