



GO THE DISTANCE.

THE HOLLAND GROUP, INC.
467 OTTAWA AVENUE
P.O. BOX 2099
HOLLAND, MI 49422-2099
TEL 616.396.6501
FAX 616.396.1511

www.thehollandgroupinc.com

September 13, 2002

*Via Facsimile (517) 373-4648
and Certified Delivery*

Mr. James Houck, Manager
Michigan Department of Career Development
Office of Workforce Development
5th Floor, Victor Building
201 N. Washington Street
Lansing, MI 48913

Re: Holland U.S.A.
430 West 18th St., Holland, MI 49423 and
1122 Industrial Ave., Holland, MI 49423

Dear Mr. Houck:

Holland U.S.A. anticipates that as many as 87 production and maintenance employees represented by UAW Local 284 will be indefinitely laid off from its production operations located at 430 West 18th St., and 1122 Industrial Ave, in Holland, Michigan. These potential layoffs are the result of an anticipated significant downturn in business associated with the effective date of new federal regulations governing diesel engines used in the trucking industry. In anticipation of that effective date, Holland U.S.A. customers have placed a significant number of orders that the Company does not anticipate will continue after the effective date of the federal regulations.

It is expected that the first indefinite layoff will occur on November 12, 2002, and continue through December 31, 2002. Attached is a listing of the job titles of the positions affected and the number of affected employees in each job classification. These production and maintenance employees are represented by UAW Local 284 whose President is Gary Slotman who can be reached at Holland USA, 1122 Industrial Ave, Holland, MI 49423, telephone number 616-396-6501. Production and maintenance employees have bumping rights under the Company's agreement with UAW Local 284.

While Holland U.S.A. hopes that these layoffs will be temporary, there is no basis for forecasting their anticipated length. As such, these layoffs are characterized as indefinite in nature. Please note that the anticipated schedule for layoffs and the number of layoffs could change based on change in order levels or change of production requirements of Holland U.S.A.'s customers. Please contact me at (616) 396-6501 if you have any questions or require additional information.

Sincerely,



Raymond A. Behrens
Vice President - Human Resources

cc: Albert H. McGeehan (*via facsimile and overnight delivery*)
Mayor, City of Holland
270 S. River Avenue
Holland, MI 49423-1490
(616) 355-1314
fax: (616) 355-1490

Attachment:
Projected Layoff List by Job Classification

PROJECTED LAYOFF LIST

13-Sep-02

Job	Number
ASSEMBLER	21
CNC Operator	1
COMP CONTROLLED MACHINING CENTER	1
COMPUTER TURNING EQUIPMENT	1
DRILL PRESS	12
ELECTRICIAN	1
FULL TIME DRIVERS	1
JANITOR	1
JOURNEYMAN	3
LATHE OPERATOR	5
LOCK ASSEMBLY	1
MACHINE OPERATOR	4
MACHINING CENTER	1
MECHANICAL MACHINERY GROUP	2
PAINTER	3
PUNCH PRESS OPERATOR	3
RELIEF DRIVERS	1
ROBOTIC WELDING CNC CUTTING	2
ROLLING MILL, PUNCH PRESS, BRAKE PRESS	1
SHIPPING	1
SHOT BLAST, GRINDING WASHER	4
SLIDE/BACKET ASSEMBLY	7
WELDER	10
	87

Expected Schedule of Layoffs:

29 employees on November 11, 2002

29 employees on November 25, 2002

29 employees on December 9, 2002

87 employees total