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WORKFORCE TRANSITION

April 7, 2003

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

VIA FACSIMILE
(517) 373-4648
& First Class Mail

Re: Tubelite Inc
Reed City, Michigan

Dear Workforce Transition Unit:

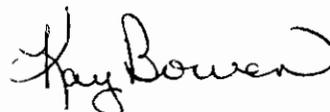
Tubelite Inc. is expecting to engage in a mass lay-off at its facility located at 4878 Mackinaw Trail, Reed City, Michigan 49677. Due to the anticipated mass lay-off, 77 employees represented by UAW Local 1586 and 13 employees not represented by the Union will be permanently laid off between June 7, 2003 and June 21, 2003. David Nehmer is the Local Union President and can be reached at the Tubelite address listed above. A listing of the job titles of job positions affected and the number of affected employees in each job classification has been prepared and will be made available to you upon request. No bumping or transfer rights will come into effect for any of the affected employees.

The anticipated schedule for the mass lay-off could be extended should the production requirements of Tubelite's customers change. As required, we will advise you of any change in the anticipated lay-off schedule.

Please contact me at (231) 832-2211 if you have any questions or require additional information.

Sincerely,

TUBELITE INC.



Kay Bowen
Human Resource Manager

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