

**UNOVA** Industrial Automation Systems

**CINCINNATI LAMB LANDIS**

UNOVA Industrial Automation Systems  
29700 Commerce Blvd  
Chesterfield Twp., MI 48051  
586 749 2000 tel  
586 749 4000 fax

**RECEIVED**  
MDCD-OWD

September 5, 2003

SEP 8 2003

**WORKFORCE TRANSITION**

Deborah Hennessey  
Workforce Transition Unit  
Michigan Department of Career Development  
Workforce Programs  
Victor Office Center- 5<sup>th</sup> Floor  
201 North Washington Square  
Lansing, Michigan 48913

Dear Ms. Hennessey:

UNOVA Inc. has sold the assets of the Body and Assembly Division to Utica Enterprises Inc. effective September 5, 2003. As a result of this sale, all of the employees located at our plant on 29700 Commerce Blvd., Chesterfield, Michigan will be terminated. All of the employees have been notified of the sale and closing.

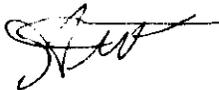
The Company believes that Utica Enterprises Inc. may extend offers of employment to several employees. Both Companies hope to finalize the number of employees to be hired by Utica Enterprises Inc. within the next several weeks.

It is our intention to do all that is possible to cushion the impact of the business decision on the employees of Body & Assembly. We have planned many transition activities to help the employees during this difficult period.

I have attached a copy of the letter that is being sent to each affected employee for your records.

If you have any questions, please contact me at 586-497-6135.

Yours truly,



Stephen A. Renton  
Director of Human Resources  
UNOVA Industrial Automation Systems

SAR/jma

Enclosures

September 5, 2003

«First\_Name» «Middle\_Initial» «Last\_Name»  
«Address\_1»  
«City», «St» «Postal»

Dear «First\_Name»:

UNOVA has sold the assets of Body and Assembly to Utica Enterprises effective today. As a result of this sale, your employment with UNOVA (Company) will be terminated. The Company believes that Utica Enterprises may extend offers of employment to some UNOVA employees. Also, some employees will be asked to stay employed with Lamb for a short period of time to work on transition issues. Those employees who are not offered employment by Utica or asked to serve on the transition team for Lamb will be terminated today.

Because of the number of employees that will be adversely impacted by this sale, the Company is required to provide a 60 day written notice. This letter is your 60 day notice required under the WARN Act. The Act also requires the Company to provide a list of all job classifications affected by the closing to be included with the notice. A copy of this letter is being sent to the appropriate local governmental unit as well as the State of Michigan.

If it is necessary to terminate your employment prior to the expiration of the 60 day period, the Company will pay the balance of any normal work days that fall within that time period. If the payment of the remaining 60 days is greater than any severance you would receive (one weeks pay times service years), then the Company will not pay severance. You will only receive the remainder of the 60 days. If your severance payment is greater than the balance of days not worked, the Company will pay the severance amount. If you are required to work during the entire 60 day notice period, you will receive your severance benefit. If you are offered severance, the Company will require you to sign a general release of claims. You will have up to 45 days to consider the severance package. Benefit continuation under COBRA will be additive to the payment period.

For those employees that are offered employment by Utica Enterprises, neither the notice payment nor severance will be paid.

Benefit continuation under COBRA may be provided to you based on your years of service with the Company. You will receive more information on this and other benefits. Employees who are not offered employment by Utica will also be invited to a meeting with the Human Resource department. During this meeting all benefits that will be provided to you will be explained as well as how this impacts benefit programs you have participated in. Please be prepared with questions to ask during this meeting. The meeting schedule is attached for your reference, and all meetings will be held in either the Training Room at the Chesterfield facility or in Conference Room #2 at McNamara.

Representatives from the State of Michigan's Department of Dislocated Workers Unit will be conducting meetings regarding various state programs that will be made available to each employee adversely impacted by this sale.

The Company understands that these are very difficult times for you and your family. Our employee assistance program is and will continue to be available to you or any member of your family that may require assistance during these difficult times. Please feel free to contact them at 1-800-448-8326.

Yours truly,



Stephen A Renton  
Director of Human Resources UMT

**Job Titles of Body & Assembly Division**

JOB TITLES	
Admin Assistant	Service Engineer
Admin Assistant I	Service Engineer Controls
Admin Assistant I Svc	Sr Contract Administrator
Admin Assistant II Admin	Sr Estimator
Admin Assistant II Engr	Sr Project Engineer
Admin Assistant II HR	Sr Project Engineer Stds
Asst Buyer Part Time	Supv Manufacturing
Controls Engineer	Supv McNamara
Controls Technician	Supv Pipe & Wire
Controls Technician Apprentice	Supv Shipping & Receiving
Director B&A Manufacturing	Supv Technical Resources
Director B&A Sales	VP Engineering
Director Engineering	VP McNamara
Director Proposal/Estimating	
Electrician	
Inspector Leader	
Kettering Co-op	
Leader Electrician	
Leader Manufacturing	
Leader Pipefitter	
Machine Builder	
Machine Builder	
Machine Builder Helper	
Machine Repair	
Metal Form Coordinator	
Metal Form Technician	
Mgr Engineering	
Mgr Engineering Continuous Imp	
Mgr Installation	
Mgr Manufacturing	
Mgr Marketing Services	
Mgr Operations McNamara	
Mgr Product Liability/Cust Tm	
Mgr Quality	
Mgr Regional Sales	
Mgr Regional Service	
Mgr Research&Tech Development	
Mgr Sales Metal Form	
Pipefitter	
Project Engineer	
Project Engineer Controls	
Project Engineer R&D	
Project Manager	
Proposal Engineer	
Proposal Estimator	
Sales Engineer	
Service Coordinator	

## Job Titles @ J.S. McNamara

President  
Vice President  
Manager of Operations  
Manager of Quality and Human Resources  
Payroll Administrator  
Office Administrator  
Accounting Administrator  
Timekeeping Administrator  
Account Manager  
Job Manager  
Leader  
Sr. Engineer  
Engineer  
CAD Systems Manager  
CAD Administrator  
Maintenance/Runner  
Custodian