



September 13, 2006

1950 Fochtman Industrial Drive
Petoskey, Michigan 49770
p: 231.347.5861
f: 231.348.8303

VIA U.S. Mail

Ms. Deborah Hennessey
Director, Workforce Transition Unit
Michigan Department of Career Development
Victor Office Center
201 N. Washington Square, 5th Floor
Lansing, MI 48913

RECEIVED

SEP 14 2006

RAPID RESPONSE
WORKFORCE PROGRAMS

RE: Notice of Plant Closing

Dear Ms. Hennessey:

In compliance with the Worker Adjustment and Retraining Notification Act (WARN), this letter notifies you of a planned plant closing, within the meaning of WARN, at UP North Industries, LLC, located at 1950 Fochtman Industrial Drive, Petoskey, Michigan 49770. The entire plant will be closed on a permanent basis. An exact date for the plant closing has not yet been established, but it is anticipated to occur between October 28, 2006 and November 11, 2006.

As a result of the plant closing, all employees will be terminated. The expected date of the first terminations is October 28, 2006. Terminations are expected to extend through November 11, 2006.

The affected hourly employees are not represented by a labor organization. No bumping rights will apply to this situation.

The names and positions of the affected employees are enclosed here with this correspondence.

The contact person for the Company is Felicia Teike, whose telephone number is 231-347-5861. Please direct any questions or requests for further information to Felicia Teike.

The Company is issuing this notice less than sixty days before the planned plant closing date for the following reasons.

The Company has provided as much notice of the closing as is possible, but is unable to provide the sixty (60) day notice period typically required under WARN because it has been actively pursuing measures, including seeking significant business contracts, to maintain its operations. It was unclear sixty (60) days before the closing that the Company would not be able to obtain the necessary capital/business and



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earlier notice would have jeopardized the ability to obtain the business. The effort to obtain the business failed because the contract was delayed by the potential customer to an uncertain future date that makes continued operations financially impossible. Up North Industries, LLC has therefore provided notice of the plant closing as soon as it became clear that it would be unable to obtain the business to maintain the operations.

Should you have any questions, please feel free to contact the individual listed above.

Very truly yours,

Up North Industries, LLC


Kendra Johnson
Controller

Enclosure

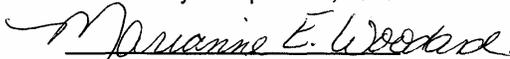
cc: Dennis Keiser (via U.S. mail)
Supervisor, Bear Creek Township

Certificate of Mailing

Insert UP North Employee that is doing the mailing, being first duly sworn, deposes and says that he/she is employed by UP North Industries, LLC and that on the 13th day of September, 2006, he/she sent *via first class mail* a copy of this Warn Notice to the individuals listed above.

Felicia Teike, Human Resources, UNI

Subscribed and sworn to before me
this 12th day of September, 2006.


Notary Public

MARIANNE E. WOODARD
NOTARY PUBLIC JACKSON CO., MI
MY COMMISSION EXPIRES Aug 29, 2007