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FEB 26 2016



February 18, 2016

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WIA

WORKFORCE PROGRAMS

Ms. Stephanie L. Beckhorn  
Manager, WIA Section  
Workforce Development Agency  
201 N. Washington Square  
Lansing, MI 48913

**Re: Plant Closing Notice Pursuant to the Worker Adjustment and Retraining Notification (“WARN”) Act**

Dear Ms. Beckhorn,

This notice of plant closing is being provided to you in compliance with the Worker Adjustment and Retraining Notification (“WARN”) Act.

Per the e-mail from Darren Greene, Director, Global Marketing & Business Intelligence, to you on July 14, 2015, the Company will permanently discontinue its manufacturing operations at the Charlevoix plant at 12501 Taylor Road, Charlevoix, MI 49720, on or about June 8, 2016. Attached for your reference is the Press Release which was issued on July 14, 2015. The expected date for the first set of terminations is April 21, 2016, and subsequent sets of terminations will occur by June 8, 2016. The total number of affected employees at the plant is anticipated to be approximately 46. Our Company does not have any “bumping,” or transfer rights.

All of the affected job titles and number of affected employees in each job title are listed in the enclosed Attachment A.

The name and telephone number of the Company official to contact for further information is Joan Layden-Kopka, Director, Human Resources Americas (248-836-6706).

Sincerely,

Joan Layden-Kopka  
Director, Human Resources Americas

Enclosure: Attachment A



## ATTACHMENT A

As explained in the accompanying letter, the following job titles and number of employees listed below DESTACO COMPANY will be affected by the plant closing at the facility located at 12501 Taylor Road, Charlevoix, MI 49720. The job position eliminations will first start on April 21, 2016.

<b>Job Title</b>	<b>Number of Employees</b>
Assembly I	1
Assembly II	5
Assembly III	1
Facility Maintenance	1
Lead Machinist	2
Lead Assembly II	1
Lead Welder	1
Machine Operator	3
Machinist I	4
Machinist II	7
Machinist III	5
Machinist IV	1
Maintenance Technician	2
Manufacturing Engineer	1
Materials Handler	1
Materials Planner/Buyer	2
Molding II	1
Molding III	2
Quality Inspector	1
Shipping & Receiving Coordinator	1
Supervisor, Power Clamps	1
Tool Maker	1
Welder	1
<b>Grand Total</b>	<b>46</b>



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## DE-STA-CO ANNOUNCES REGIONAL CONSOLIDATION OF ITS U.S. MANUFACTURING OPERATIONS

*New facility to integrate diverse product offerings; improve supply chain*

**Auburn Hills, MI – July 14, 2015** – DE-STA-CO announced today that it will consolidate several U.S. manufacturing operations for its diverse line of products to a new site strategically positioned to serve its North American customer base as well as customers globally. This move is expected to strengthen its position as a leading producer of high-performance workholding and automation solutions.

“DE-STA-CO is one company with one vision,” said Mats Ceder, president of DE-STA-CO. “This is our overarching direction for 2015 and beyond. Capturing synergies throughout our company will result in benefits to our customers and expanding market leadership.”

“This new facility supports our focus on developing and manufacturing market-leading high-performance workholding and automation solutions,” said Ceder. “A consolidated manufacturing operation helps us achieve a number of customer service, innovation and efficiency goals, and positions the company for further growth.”

The company’s new site for North American manufacturing will be located in Mt. Juliet, TN, a suburb of Nashville. The site was chosen based on a number of favorable conditions, including proximity to customers, improved shipping efficiencies, and an overall supportive business climate.

Ceder said the consolidation process will be completed in multiple phases over the next 18 to 24 months. It includes phasing out manufacturing activities at its Auburn Hills and Charlevoix, MI and Wheeling, IL, facilities. DE-STA-CO will maintain its customer service and engineering presence in Auburn Hills, MI and Wheeling, IL, as well as its Regional Americas and Corporate offices in Auburn Hills, MI and its remote handling equipment business in Red Wing, MN.

“We intend to move forward in a thoughtful manner in order to minimize the impact on our valued customers, suppliers and dedicated DE-STA-CO employees and to ensure superior quality and on-time delivery of our products and services. We have a proud history in each of the communities in which we operate, and have always sought to be an involved and responsible employer, and we are committed to treating impacted employees with respect,” said Ceder.

(cont.)



### **About DE-STA-CO:**

Celebrating 100 years of innovation in 2015, DE-STA-CO is a global workholding and automation company that provides productivity solutions to the manufacturing industry. Quality and service have helped DE-STA-CO evolve from a single stamping shop into a leader in the design and manufacture of cost-reducing, flexible products. With operations in the United States, Brazil, China, France, Germany, India, the Netherlands, Spain, Thailand and the United Kingdom, DE-STA-CO offers standard and custom solutions for industrial customers around the world. DE-STA-CO is part of the Engineered Systems segment of Dover Corporation, a multi-billion dollar diversified global manufacturer.

### **Contact:**

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