

ISO 14001 / TS 16949 CERTIFIED

April 16, 2014

Scott Zuckschwerdt
International Representative
UAW Region 1C
1940 West Atherton Road
Flint, MI 48507

Re: WARN ACT Notice, Grand Blanc

Dear Mr. Zuckschwerdt,

Please be advised that Inalfa Roof Systems, Inc. ("Inalfa") plans a layoff at and a closure of its facility located at 10350 North Holly Road, Grand Blanc, Michigan 48442. Inalfa expects the layoffs and plant closure to be permanent. This letter constitutes formal notice of the layoffs and plant closure under the Worker Adjustment and Retraining Act of 1988 ("WARN Act").

This is the second and final round of layoffs which will occur on approximately June 20, 2014. There will be approximately four employees held over into July 2014 for final closing events. These employees being provided notice now and will receive an adjusted notice in accordance with WARN requirements at a later date. The plant will permanently cease assembly operations on this date and will fully close in July of 2014. Inalfa designates each date as the first of a 14-day window period for the layoffs and plant closure to occur.

By copy of this letter, the following have also been given notice of the layoff:

Cameron Ramsay, Chairperson, UAW, 10350 North Holly Road, Grand Blanc, Michigan 48442

Krista Johnson
Manager Workforce Investment Act Section
Victor Office Center
201 N. Washington Sq., 5th Floor
Lansing, Michigan 48913

Honorable Michael N. Matheny, Mayor
203 E. Grand Blanc Road
Grand Blanc MI 48439

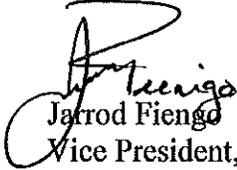


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The copy of this notice that is sent to the local government and state dislocated worker unit includes a list of affected positions by job title and statement of the number of employees in each classification. The copy of this notice that is sent to the Union (and Union officials) identified above contains the above information and the names of the affected workers. Bumping rights may be permitted as agreed to in the negotiated closing agreement should they be necessary.

If you need additional information please contact the undersigned at 248 371 1953.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jarrod Fiengo', is written over a printed name and title.

Jarrod Fiengo
Vice President, Human Resources North America

**Inalfa Roof Systems, Inc., WARN Notice to Local Government &
State Workforce Investment Act Section
10350 North Holly Road, Grand Blanc, MI 48442**

Classification # in Classification

Asesmbler	39
Automation Technicians	6
Glass Technicians	3
Material Handler	4
Utility	1