



Michigan Casting Center  
14638 Apple Drive  
Fruitport, MI 49415

**NOTICE OF LAYOFF TO AFFECTED EMPLOYEES PURSUANT TO THE WORKER ADJUSTMENT AND  
RETRAINING NOTIFICATION (WARN) ACT**

To: \*AddressBlock\*

Date: March 3, 2009

As has been previously announced at the February 24, 2009 communication meeting, Casting Technologies Company is experiencing a significant downturn in business. This notice, which is issued in compliance with the Worker Adjustment and Retraining Notification (WARN) Act, is to inform you that CTC will be laying off a substantial number of hourly employees at the Michigan Casting Center facility located at 14638 Apple Drive, Fruitport, MI 49415. The layoffs will be permanent and will not include the entire plant. The first separation date is expected to be March 6, 2009 involving a number of active employees and on March 13, 2009 for an additional number of hourly employees who are currently on temporary layoff. The information provided below represents the best information available to the company at the time this notice was issued.

1. *How many individuals will be laid off?*

Although it is impossible to predict how many associates will be laid off, it is estimated to be anywhere from 40 or more hourly associates throughout different times in the month of March and possibly April. Business needs will dictate if additional layoffs will become necessary in the future.

2. *Is the company at risk? Is there a possibility that the plant will close?*

The automotive industry is very volatile right now. Many companies are struggling to keep their doors open in the worst economic times we've seen in many years. The management staff at CTC is dedicated to this company and its employees. Every effort will be made and all resources will be used to prevent this from happening.

3. *Who can I contact for further information?*

If you have further questions or need additional information, you may contact Ariel Savaj, in the Human Resources Department at (616) 842-3500 ext 1023.

A handwritten signature in black ink, appearing to read "Ariel A. Savaj", is written over a horizontal line.

Ariel A. Savaj - HR Administrator