



October 28, 2010

Via Electronic Mail: vancep1@michigan.gov and U.S. Mail

Chong-Anna Canfora, Director
Michigan Department of Energy, Labor & Economic Growth
Bureau of Workforce Programs
Rapid Response Section—4th Floor
P.O. Box 30004
Lansing, MI 48909

Dear Ms. Canfora:

Subject: WARN Act Notice to Non-Represented Employees

The purpose of this letter is to advise you that Automotive Components Holdings, LLC will be permanently laying off 17 non-represented employees at its Milan Plant located at 800 County Road, Milan, MI 48160 as a result of the discontinuance of fascia manufacturing.

The attached list provides the job titles and number of affected employees in each job classification and their anticipated date of separation. These reductions may be affected in the interim by a number of factors such as voluntary quits, retirements and other changes to the workforce. Bumping rights do not exist for these non-represented employees.

It is anticipated that these employees will be impacted by this action between the dates December 31, 2010 and January 14, 2011.

For further information regarding this matter, please contact myself at (734) 481-9421.

Yours truly,

A handwritten signature in blue ink that reads "Don Vincent". The signature is fluid and cursive, with the first name "Don" and last name "Vincent" clearly legible.

Don Vincent
Human Resources Manager
ACH Milan Plant

Affected Job Classification and Number of Employees Per Classification

Date of Anticipated Layoff	Affected Job Classification (s)	Number of Employees Per Classification
December 31, 2010 (or within 2 weeks thereafter)	♦ Buyer	1
	♦ Facilities Analyst	1
	♦ Financial Analyst	1
	♦ Maintenance Supt/Supervisor	3
	♦ Manufacturing Engineer	3
	♦ Manufacturing Technologist	2
	♦ Production Control Analyst	2
	♦ Quality Engineer	1
	♦ Production Supervisor	2
	♦ Unit Supervisor	1