



October 3, 2008

Certified Mail, Return Receipt Requested

Deborah Hennessey
Michigan Department of Labor and Economic Growth
Bureau of Workforce Programs
Workforce Transition Division, Rapid Response Section
201 North Washington Square, 5th floor
Lansing, MI 48913

Re: JCIM, LLC

Dear Ms. Hennessey:

JCIM, LLC will be permanently closing its facility located at 100 Seltzer Road, Croswell, Michigan 48422. The effective date of the closing will be December 1, 2008 or within 14 days thereafter, at which time the employment of all employees will terminate on a permanent basis. While some of our employees are represented by a Union, there are no applicable bumping rights for any of the affected employees. The name of the Union that represents some of the affected employees is UAW Local 9699. The name and address of the Union's Representative is Mike Stone, UAW Region 1 - Local 9699, 27800 George Merrelli Dr., Warren, MI 48092.

The job titles and the approximate number of employees in each job classification affected by the closing are specified in the Schedule attached to this letter. All terminated employees will be paid all earned wages and agreed-upon fringe benefits upon termination.

For further information regarding this matter, please contact me at (810) 679-4200.

Sincerely,

A handwritten signature in black ink, appearing to read "John Hubbarth".

John Hubbarth
Plant Manager

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Employee Classification Listing - Croswell, MI

Plant Manager	1
Assistant Plant Manager	1
Manufacturing Engineer	1
Process Engineer	1
Quality Manager	1
Quality Engineer	2
Materials Manager	1
Customer Service Representative	3
Purchasing Clerk	1
Controller	1
Human Resource Manager	1
Payroll Clerk	1
Receptionist	1
Maintenance Manager	1
Production Supervisor	2
Process Technician	6
Diesetter	3
Material Handler	7
Shipping Recieving Clerks	3
Utility	6
Quality Assurance Inspector	6
Maintenance Technician	3
Janitor	1
Tooling	2
Production Associates	61
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