



August 7, 2007

Deb Hennessey, Section Manager  
Bureau of Workforce Program  
201 N. Washington Square  
Victor Office Center, 5<sup>th</sup> Floor  
Lansing, MI 48913

Dear Ms. Hennessey:

Regrettably, due to our current business circumstances, Magna Donnelly Grand Haven has found it necessary to lay off employees from their positions at the facility located at 1800 Hayes St., Grand Haven, MI 49417, which will be closing. Although we hope that there may be other employment opportunities for some employees, these layoffs must be considered permanent.

The layoffs will initially affect 95 employees. Exact dates of the layoffs have not been determined, but they will begin no earlier than October 8, 2007 and no later than October 22, 2007. At this time, it is expected that an additional 212 employees will be laid off as lay offs will continue through December 31, 2007.

To the extent that these layoffs constitute a "mass layoff" or "plant closing" under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill the Act's requirements. By providing this letter, however, Magna Donnelly Grand Haven does not concede that the Act applies or that notices are otherwise required.

For further information, please contact me at 616-844-8001.

Sincerely,

A handwritten signature in cursive script that reads 'Jessica Williams'.

Jessica Williams  
Human Resources Manager  
Magna Donnelly, Grand Haven

**RECEIVED**

AUG 08 2007

RAPID RESPONSE  
WORKFORCE PROGRAMS



October 5, 2007

Deb Hennessey, Section Manager  
Bureau of Workforce Program  
201 N. Washington Square  
Victor Office Center, 5<sup>th</sup> Floor  
Lansing, MI 48913

Dear Ms. Hennessey:

On August 7, 2007, I informed you that due to our current business circumstances, Magna Donnelly Grand Haven had found it necessary to layoff employees from their positions at the Company's facility located at 1800 Hayes St., Grand Haven, MI 49417 which will be closing. These layoffs will be permanent.

I further advised you that layoffs would affect 307 employees. Exact dates of the layoffs had not been determined, but they were expected to begin no earlier than October 8, 2007 and no later than October 22, 2007, no earlier than October 10, 2007 and no later than October 23, 2007, and no earlier than October 12 and no later than October 25, 2007.

I am now writing to inform you that, due to the change in the transfer schedule, the layoff dates for 40 of these 307 employees have been extended. The exact extended layoff dates for these 40 employees has not been determined, but they were expected to begin no earlier than November 5, 2007 and no later than November 19, 2007 and no earlier than December 6, 2007 and no later than December 19, 2007.

To the extent that these layoffs constitute a mass layoff and/or a plant closing under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill the Act's requirements. By providing this letter, however, Magna Donnelly Grand Haven does not concede that the Act applies or that notices are otherwise required.

For further information, please contact me at (616) 656-8536.

Sincerely,

A handwritten signature in black ink, appearing to read 'Catherine McManus', written over a horizontal line.

Catherine McManus  
Human Resources  
Magna Donnelly Grand Haven

**RECEIVED**

OCT 11 2007

**RAPID RESPONSE  
WORKFORCE PROGRAMS**



November 5, 2007

Deb Hennessey, Section Manager  
Bureau of Workforce Program  
201 N. Washington Square  
Victor Office Center, 5<sup>th</sup> Floor  
Lansing, MI 48913

Dear Ms. Hennessey:

On August 7, 2007, I informed you that due to our current business circumstances, Magna Donnelly Grand Haven had found it necessary to layoff employees from their positions at the Company's facility located at 1800 Hayes St., Grand Haven, MI 49417 which will be closing. These layoffs will be permanent.

I further advised you that layoffs would affect 307 employees. Exact dates of the layoffs had not been determined, but they were expected to begin no earlier than October 8, 2007 and no later than October 22, 2007, no earlier than October 10, 2007 and no later than October 23, 2007, no earlier than October 12 and no later than October 25, 2007. I further advised you that, due to the change in the transfer schedule, the layoff dates for 40 of these 307 employees had been extended. The exact extended layoff dates for these 40 employees has not been determined, but they were expected to begin no earlier than November 5, 2007 and no later than November 19, 2007 and no earlier than December 6, 2007 and no later than December 19, 2007.

I am now writing to inform you that, due to the delay in the transfer schedule resulting from customer and tooling concerns, the layoff dates for 6 of these 307 employees have been extended. The exact extended layoff dates for these 6 employees has not been determined, but they were expected to begin no earlier than December 7, 2007 and no later than December 20, 2007.

To the extent that these layoffs constitute a mass layoff and/or a plant closing under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill the Act's requirements. By providing this letter, however, Magna Donnelly Grand Haven does not concede that the Act applies or that notices are otherwise required.

For further information, please contact me at (616) 656-8536.

Sincerely,

Catherine McManus  
Human Resources  
Magna Donnelly Grand Haven

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RAPID RESPONSE  
WORKFORCE PROGRAMS



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NOV 28 2007

November 21, 2007

RAPID RESPONSE  
WORKFORCE PROGRAMS

Deb Hennessey, Section Manager  
Bureau of Workforce Program  
201 N. Washington Square  
Victor Office Center, 5<sup>th</sup> Floor  
Lansing, MI 48913

Dear Ms. Hennessey:

On August 7, 2007, I informed you that due to our current business circumstances, Magna Donnelly Grand Haven had found it necessary to layoff employees from their positions at the Company's facility located at 1800 Hayes St., Grand Haven, MI 49417 which will be closing. These layoffs will be permanent.

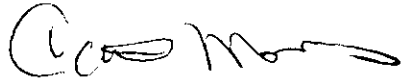
I further advised you that layoffs would affect 307 employees. Exact dates of the layoffs had not been determined, but they were expected to begin no earlier than October 8, 2007 and no later than October 22, 2007, no earlier than October 10, 2007 and no later than October 23, 2007 and no earlier than October 12, 2007 and no later than October 25, 2007.

I am now writing to inform you that, due to the change in the transfer schedule, the layoff dates for 63 of these 307 employees have been extended. The exact extended layoff dates for these 63 employees has not been determined, but they were expected to begin no earlier than November 20, 2007 and no later than December 3, 2007 and no earlier than November 29, 2007 and no later than December 12, 2007, and no earlier than December 6, 2007 no later than December 29, 2007, and no earlier than December 13, 2007 and no later than December 26, 2007, and no earlier than December 20, 2007 and no later than January 4, 2008 and no earlier than January 4, 2008 and no later than January 17, 2008. In addition, several WARN letters were rescinded and will be reprocessed sixty days prior to the employees' layoff dates.

To the extent that these layoffs constitute a mass layoff and/or a plant closing under the Worker Adjustment and Retraining Notification Act, this letter is intended to fulfill the Act's requirements. By providing this letter, however, Magna Donnelly Grand Haven does not concede that the Act applies or that notices are otherwise required.

For further information, please contact me at (616) 656-8536.

Sincerely,

A handwritten signature in black ink, appearing to read 'C. McManus', written over the printed name.

Catherine McManus  
Human Resources  
Magna Donnelly Grand Haven