Date August 8, 2011

VIA FAX AND OVERNIGHT DELIVERY

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AUG **09** 2011

RAPID RESPONSE

Ms. Margaret Sayles Acting Manager - Rapid Response Workforce Development Agency Victor Office Center 201 N. Washington Sq., 3rd Floor Lansing, Michigan 48913 (517) 373-6234 Fax: 517-373-4648

Email: vancep1@michigan.gov

RE: WARN Notice - Notice of Plant Closing

Dear Ms. Sayles:

In accordance with the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101 et seq., this letter serves to give you 60 days' advance notice of a plant closing, within the meaning of the WARN Act, at:

> Durcon, Inc. 8464 Ronda Drive Canton, MI 48187 (734) 455-4520

It is anticipated that all employees at the facility will be terminated; these terminations will occur on two separate dates. The first separation will take place on November 1, 2011; 80 employees will be terminated at that time.

While the entire facility will eventually be closed on a permanent basis, four (4) employees will be retained to wind down business operations. Once the business has completed the wind-down, all operations at the site will cease, and the remaining employees will be terminated. The anticpated date of this wind-down is November 1. 2012.

The affected employees are not represented by a labor organization and are non-union. No bumping rights exist in this situation.

Ms. Margaret Sayles
Acting Manager – Rapid Response
Workforce Development Agency
July 22, 2011
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The job classifications/titles and the current number of affected employees are contained in the attached list.

Under no circumstance shall the Company's submission of this information constitute or be deemed an admission of any obligation under the federal WARN Act.

The contact person for Durcon is David VerColen, whose telephone number is (512) 595-8099. Please direct any questions or requests for further information to me.

Very truly yours,

David VerColen

Corporate Human Resources Director

cc: Township Supervisor, Charter Township of Canton

AFFECTED EMPLOYEE LIST - Durcon Incorporated # of Positions Job Title Administrator 1 14 Casting Operator I 2 Casting Operator II 5 Casting Operator III Chemist 1 **EHS Coordinator** 1 9 Fabrication Technician I 3 Fabrication Technician II Fabrication Technician III 7 Fabrication Technician IV 6 1 General Manager **HR Administrator** 1 Human Resources Manager 1 2 Maintenance Technician I 3 Maintenance Technician II Maintenance Technician III 1 3 Maintenance Technician IV 3 Manufacturing Manager Material Utilization Specialist 1 **Production Supervisor** 6 Purchasing Administrator **Quality Engineer** Shipping/Receiving Technician Sink Pack Technician 1 Special Projects Coordinator 1 Systems Administrator Task Leader 6 **Transportation Coordinator** 1

WARN REPORTING FORM

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I.) Company Information AUG **09** 2011 Company: __Durcon Incorporated ______ RAPID RESPONSE Site Address: 8464 Ronda Drive City/Zip: Canton, MI 48187-2002 County/_____Wayne______ Contact Name and Title: David VerColen, SPHR, Corporate Human Resources Director Contact Address: 206 Allison Drive, Taylor, TX 76574 Contact Phone: (512) 595-8099 ext. Contact Fax: (512) 595-8899 Contact Email Address: __dvercolen@durcon.com_____ Type of Business: Manufacturing II.) Incident and Notification Information Total employees at site: 84 Durcon Employees Total employees laid off: *84 Durcon Employees Date Employees Told: 8/9/2011 Date WARN Sent: 8/8/2011 Incident Type: __1___ (1=Plant Closing; 2=Mass Layoff) Layoff Reason(s): __4___; ____; ____ (1=Co. Sold; 2=Bankruptcy; 3=Financial Trouble; 4=Operations Transferred; 5=Company Restructured; 6=Unprofitable; 7=Reduced Business/Work; 8=Merger/Acquisition; 9=Other) First Layoff Date: 11 / 1 / 2011 *80 Durcon Employees 11 _/ 1 _/_2012__ *4 Durcon Employees Final Layoff Date/Closing: III.) Union-Related Information Union Local 1: NOT APPLICABLE Union Members Laid Off: 0 -NA Union Officer:

Please attach a list of the positions and number of employees in each position that will be affected by this mass layoff/closing. This form may be faxed to Rapid Response at (517) 373-4648 or mailed to: Chong-Anna Canfora, 201 N. Washington Sq., 3rd Flr., Victor Office Center, Lansing, Michigan 48913. Thank you!

Phone No: _____ Fax No: _____