

ROLLFORMING

STAMPING

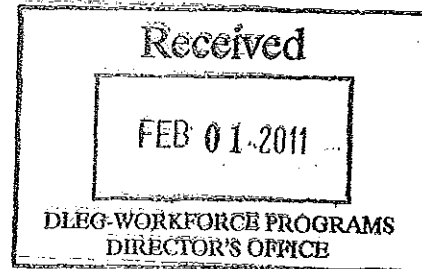
**MODINEER**

FABRICATION

TOOLING

January 24, 2011

Mr. James Houck, Director  
Workforce Transition Unit  
Michigan Department of Career Development  
Workforce Programs  
Victor Office Center - 5th Floor  
201 North Washington Square  
Lansing, Michigan 48913



Re: WARN Act Notice of Mass Layoff due to Unforeseeable Business Circumstance  
at Modineer Company

Dear Mr. Houck:

Due to an unforeseeable business circumstance as defined in 20 CFR 639.9(b), Modineer Company will be conducting a mass lay-off of more than 50 full-time employees, comprising more than one-third of its full-time employees, from its Military Fabrication Division, (Plant 3), located at 1313 Airport Road, Niles, Michigan 49120, effective January 28, 2011. The Company currently believes that this lay-off will not be temporary, that is, that it will last longer than six (6) months. As soon as we have determined whom the employees are who will be losing their jobs we will notify you of such. Bumping rights do not exist for these employees.

For further questions and information, please contact Steve Blum, Corporate Director, Human Resources at (269) 683-2550, Extension 207.

Please accept this as official notice of the mass lay-off at Modineer Company's facilities in Niles, Michigan.

Sincerely,

A handwritten signature in black ink, appearing to read "Steven M. Blum", written over a horizontal line.

Steven M. Blum  
Corporate Director, Human Resources

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P.O. BOX 640  
NILES, MI 49120  
Fax (269) 683-7984  
Phone (269) 683-2550

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