

1607 East Maumee Street
P.O. Box 809
Adrian, Michigan 49221
Tel: +517 265 7141, Fax: +517 263 3559

RECEIVED



APR 24 2009

HYDRO

RAPID RESPONSE
WORKFORCE PROGRAMS

Ms. Chong-Anna Canfora, Director
Rapid Response Section
Michigan Department of Labor & Economic Growth
611 West Ottawa Street, 4th Floor
PO Box 30004
Lansing, MI 48909

April 23, 2009

Dear Ms. Canfora:

Please be advised that Hydro Aluminum Adrian has decided to permanently close its Adrian facility, located at 1607 East Maumee Street, Adrian, MI 49221. This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act, 29 U.S.C. § 2101 ("WARN").

The first permanent layoffs are expected to occur on 30th June 2009, with further permanent reductions on 31st July 2009, 31st August 2009, 30th September 2009, 31st October 2009 and 30th November 2009. Operations at the facility are expected to be fully terminated as of 1st December, 2009. All positions at this facility will be eliminated. Bumping rights shall be pursuant to the collective bargaining agreement. It is anticipated that approximately 141 employees will be affected. Listed below is an itemization of the positions that will be affected and the number of employees in each position:

<u>Position</u>	<u>No. of Employees</u>	<u>Expected date of Separation</u>
Production Hourly:		
• Temporary layoff	26	30 th June 2009
• Cut to length	29	30 th June 2009
• Extrusion	25	30 th June 2009
• Forge	4	30 th June 2009
Total Production	84	
General Maintenance	10	30 th June 2009
Guards	4	30 th November 2009
Inspection	4	30 th June 2009
Shipping	2	30 th June 2009
Tool room	1	30 th June 2009
Yard Gang	3	30 th June 2009
Other	4	30 th June 2009
Total Union employees	112	



Hydro
Aluminum

<u>Position</u>	<u>No. of Employees</u>	<u>Expected date of Separation</u>
Salary employees:		
• Sales	2	30 th November 2009
• Quality	3	30 th September 2009
• Quality	2	30 th November 2009
• Production supervision	1	30 th June 2009
• Production supervision	2	30 th September 2009
• Production supervision	3	30 th November 2009
• Maintenance/Eng.	3	30 th June 2009
• Maintenance/Eng.	2	30 th November 2009
• Maintenance/Eng.	1	30 th June 2010
• Administration	3	30 th June 2009
• Administration	4	30 th November 2009
• Administration	1	31 st March 2010
• Administration	1	30 th June 2010
• Administration	1	31 st August 2010
Total Salary	29	
Total Employees:	141	

Any nonunion employees affected by this action will be notified individually. 112 employees at the facility are unionized and the designated bargaining representatives of these employees has been notified. Specifically, Mr. Rick Ringman, International Staff Rep. of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), located at 1002 E. South Street, Jackson, MI 49203. (517) 789 9900 and it's Local Number 2363 President, Mr. Earl Lay, can be contacted at (517) 265 2363. and International Union, Security-Police-Fire-Professionals of America located at 25510 Kelly Road, Roseville, MI 48066., and it's Amalgamated Plant guard Local No. 525 representative, Mr. Ron Garwood who can be contacted on (517) 265 7315.

If you have any questions or need additional information, please contact Greg Hall at (517) 265 7312.

Sincerely,

Greg Hall
Managing Director
Hydro Aluminium, Adrian Inc.

Adrian

Place, Date: April 23, 2009

Hydro Aluminum (USA) Inc.

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Ms. Chong-Anna Canfora, Director
Rapid Response Section
Michigan Department of Labor & Economic Growth
611 West Ottawa Street, 4th Floor
PO Box 30004
Lansing, MI 48909

July 31, 2009

Dear Ms. Chong,

As you know, by letter dated April 23rd 2009, I advised you that Hydro Aluminum Adrian Inc. had decided to permanently close its Adrian facility. I gave you a schedule setting forth the dates of the permanent reductions. In the attachment to that letter, we gave June 30th as the permanent layoff date for all union employees. We did that because we were unsure of the specific date of each person's layoff, and we otherwise wanted to comply with the WARN Act. As already notified to you on June 16th 2009, we permanently laid off 30 Union and 4 Salaried employees on June 30th.

All other employees will continue to have jobs for now, but our original schedule for plant closure continues. As soon as we determine who specifically will be laid off in the next round, we will let you know. Please call me if you have any questions.

Sincerely,

Greg Hall
Managing Director
Hydro Aluminium Adrian Inc.

Place, Date: *Adrian, MI 7/31/09*

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AUG 03 2009

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Hydro Aluminum (USA) Adrian, Inc.

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Ms. Chong-Anna Canfora, Director
Rapid Response Section
Michigan Department of Labor & Economic Growth
611 West Ottawa Street, 4th Floor
PO Box 30004
Lansing, MI 48909

August 26, 2009

Dear Ms. Chong,

As you know, by letter dated April 23rd 2009, I advised you that Hydro Aluminum Adrian Inc. had decided to permanently close its Adrian facility. I gave you a schedule setting forth the dates of the permanent reductions. In the attachment to that letter, we gave June 30th as the permanent layoff date for all union employees. We did that because we were unsure of the specific date of each person's layoff, and we otherwise wanted to comply with the WARN Act. As already notified to you on June 16th 2009, we permanently laid off 30 Union and 4 Salaried employees on June 30th. In addition, 5 Union employees elected to leave in August.

All other employees will continue to have jobs for now, but our original schedule for plant closure continues. As soon as we determine who specifically will be laid off in the next round, we will let you know. Please call me if you have any questions.

Sincerely,

Greg Hall
Managing Director
Hydro Aluminium Adrian Inc.

Place, Date: Adrian, MI 8/26/09

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AUG 28 2009

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WORKFORCE PROGRAMS