



May 13, 2009

VIA FEDERAL EXPRESS

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

**Re: Plant Closing at Penda Corporation's
Lapeer Facility**

Dear Ms. Canfora:

This letter is written pursuant to the Worker Adjustment and Retraining Notification ("WARN") Act, 29 U.S.C. § 2101 et seq., to notify you that Penda Corporation ("Penda") currently expects to permanently close multiple operating units within its Lapeer, Michigan manufacturing facility, located at 2101 N. Lapeer Rd., Lapeer, MI 48446, commencing on July 17, 2009. The affected operating units include the following departments:

- a. Purchasing
- b. Human Resources
- c. Quality
- d. Finance
- e. Information Technology
- f. Engineering
- g. Manufacturing Management
- h. Tooling & Fixture
- i. Maintenance
- j. Warehouse
- k. Logistics & Scheduling
- l. Thermoforming
- m. Extrusion
- n. Grinder

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**RAPID RESPONSE
WORKFORCE PROGRAMS**

The plant closing affecting the above-referenced operating units will result in permanent layoffs of both employees in the UAW local bargaining unit, in order of seniority pursuant to the local collective bargaining agreement ("CBA"), and non-union employees.

Corporate Headquarters

2344 W. Wisconsin Street
P.O. Box 449
Portage, WI 53901-0449
Phone: 608-742-5301
www.penda.com

2101 N. Lapeer Road
Lapeer, MI 48446
Phone: 810-664-0850
www.penda.com

AV. STA Ana Lotes 19 Y 20
Parque Industrial
Lerma 52000
Phone: +52-722-262-990
www.penda.com



It is currently anticipated that the plant closing will occur during the 14-day period between July 17, 2009 and July 30, 2009. Penda currently anticipates that this plant closing will be permanent and will affect 24 non-union employees and 85 UAW-represented employees. We have enclosed a list of the non-union and union positions that will be affected by the layoff and the number of employees who will be affected in each of those positions. The affected UAW employees may have certain bumping rights to displace less senior UAW employees in operating units that are unaffected by the plant closing at the Lapeer facility, pursuant to the terms of the local CBA. The non-union employees do not have bumping rights.

The affected UAW-represented employees are represented by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW Local 235. The name and addresses of the chief elected officers of the international and local union are as follows:

Ronald Gettelfinger
President

International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW
8000 East Jefferson
Detroit, MI 48214

Michael Stone
International Representative

International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, UAW
27800 George Merrelli Drive
Warren, MI 48092

David Inman
Business Representative, UAW Local 9699
6038 Marlette Road
Marlette, MI 48453

Rob Burlson
President, UAW Local 9699
6038 Marlette Road
Marlette, MI 48453

For further information regarding the plant closing at the Lapeer facility, please contact me at 608-742-5301.

For your information, a copy of this notice is also being sent to the Mayor of the City of Lapeer.

The information and notice in this letter are based on the best information currently available. Various factors may change the timing of the layoffs of the employees affected by the plant

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closing. We will keep you informed of any significant changes to the information above if and when such changes occur.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kathy Cromey', written over a printed name.

Kathy Cromey
Vice President, Corporate Services

cc: Attachment

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AFFECTED POSITIONS

AUTOMATION TECHNICIAN	3
CELL TECH OPERATOR	20
CRIB ATTENDENT	2
DISTRIBUTION INSPECTOR	2
DISTRIBUTION SPECIALIST	2
EXTRUDER OPERATOR	6
FORK TRUCK DRIVER	5
GRINDER	2
HEAD OPERATOR	2
MAINTENANCE FACILITY	1
MAINTENANCE JOURNEYMAN	7
MAINTENANCE SCHEDULER	1
OPERATOR	8
Paint Film Inspector	1
PROCESS TECHNICIAN	4
TOOLING JOURNEYMAN	3
TRIMMER	17
Paint Film Production Assistant	4
Paint Film Technician	5
BUYER	2
CUSTOMER SUPPORT REP	1
DIRECTOR OF PURCHASING	1
DIRECTOR OF QUALITY	1
EMPLOYEE RELATIONS	
COORD	1
GENERAL ACCOUNTANT	1
GENERAL SUPERVISOR	3
GENERAL SUP PAINT FILM	1
HUMAN RESOURCE ADMIN	1
HUMAN RESOURCE	
ASSISTANT	1
MAINTENANCE/TOOLING	
MGR	1
MANAGER PRODUCT ENG	1
PLANT MANAGER	1
PRODUCTION SUPERVISOR	2
QUALITY COORDINATOR	1
QUALITY ENGINEER	1
QUALITY SUPERVISOR	1

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SCHEDULING MANAGER	1
SENIOR MANUFACTURING ENG	1
SYSTEMS ANALYST	1

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