

To: Mr. Gary Klein
International Representative
UAW
1002 East South Street
Jackson, Michigan 49203

From: Hillsdale Automotive, LLC, an EaglePicher Company

Date: December 27, 2007

On September 13, 2007 we advised that pursuant to the Worker Adjustment and Retraining Notification Act, that commencing on November 14, 2007, and subsequently on December 18, 2007, on December 24, 2007, and on December 31, 2007, Hillsdale Automotive, LLC, an EaglePicher Company (the "Company") would begin to permanently layoff certain employees at its Jonesville, Michigan Plant located at 651 Beck Street, Jonesville, Michigan 49250 (the "Jonesville Plant").

With respect to the permanent layoffs which were to occur on November 14, 2007 (or on a date within the 13-day period immediately following November 14, 2007), the job titles of the positions affected and the names of union-represented workers who currently held affected jobs in each job classification were as shown in Exhibit "A", and on December 24, 2007 (or on a date within the 13-day period immediately following December 24, 2007), the job titles of the positions affected and the names of union-represented workers who currently held affected jobs in each job classification were as shown in Exhibit "C", and on December 31, 2007 (or on a date within the 13-day period immediately following December 31, 2007), the job titles of the positions affected and the names of union-represented workers who currently held affected jobs in each job classification were as shown in Exhibit "D", we have found it necessary to again delay a number of the anticipated layoffs until February 4, 2008 (or on a date within the 13-day period immediately following February 4, 2008) and February 25, 2008 (or on a date within the 13-day period immediately following February 25, 2008).

For further information regarding this action, please contact Bruce Clements at 231-933-1361.

cc Mr. Ron Gettelfinger, UAW President
Mr. Eugene Nichols, President UAW Local 2416
✓ Deborah Hennessey, Manager, Workforce Transition Section, Michigan Department of Labor & Economic Growth
Mr. Robert Snow, Interim City Manager

NOTICE

To: Deborah Hennessey, Manager
Workforce Transition Section
Michigan Department of Labor & Economic Growth
Victor Office Center - 5th Floor
201 North Washington Square
Lansing, Michigan 48913
Fax No. (517) 373-4648

From: Hillsdale Automotive, LLC, an EaglePicher Company

Date: December 27, 2007

Pursuant to the Worker Adjustment and Retraining Notification Act, we are informing you that commencing on March 3, 2008 (or on a date within the 13-day period immediately following March 3, 2008), Hillsdale Automotive, LLC, an EaglePicher Company (the "Company") will permanently layoff certain employees at its Jonesville, Michigan Plant located at 651 Beck Street, Jonesville, Michigan 49250 (the "Jonesville Plant").

The entire Jonesville Plant will be closed. This action is permanent in nature.

With respect to the permanent layoffs which will occur on March 3, 2008 (or on a date within the 13-day period immediately following March 3, 2008), the job titles of the positions affected and the number of workers who currently hold affected jobs in each job classification are as shown in Exhibit "A" which is attached to and made a part of this notice.

Bumping rights exist for union-represented employees in accordance with the applicable provisions of the collective bargaining agreement. Due to the exercise of bumping rights by certain more senior employees, it is expected that some workers at the Company's Rubber Plant (located at 215 Industrial Drive, Hillsdale, Michigan 49242) will be bumped by the more senior employees. The attached list (Exhibit "B"), which is made a part of this notice, is a listing of the number of workers at the Company's Rubber Plant, shown by job titles, who have low seniority and may be bumped due to the exercise of bumping rights by more senior workers.

The names and addresses of the union representatives of affected union employees are as follows:

Mr. Gary Klein
International Representative
UAW
1002 East South Street
Jackson, Michigan 49203

Mr. Ron Gettelfinger

President
UAW
1002 East South Street
Jackson, Michigan 49203

Mr. Eugene Nichols
President - UAW Local 2416
651 Beck Street
Jonesville, Michigan 49250

Bumping rights do not exist for the affected non-union employees.

For further information regarding this action, please contact Bruce Clements at
231-933-1361.

EXHIBIT A

Layoffs Effective March 3, 2008

(or on a date within the 13-day period immediately following March 3, 2008)

Job Title	Number of Employees
Production Operators	41
Gage Tech.	1
Layout Tech.	1
Janitor	1
Lift Truck	2
Shipping & Receiving	2
Leader	2
Toolroom	1
Toolcrib	1
Ind. Maintenance Mech.	4
Electrician	2
Workers Compensation Leave	1
Short Term Disability Leave	5
Long Term Disability Leave	4
Human Resource Manager	1
Maintenance Supervisor	1
Production Supervisor	2
CNC Programmer	1
Buyer	1
Plant Manager	1

Total affected Bargaining Unit employees (68)

Total Affected Non-Bargaining Unit employees (7)

NOTICE

To: Deborah Hennessey, Manager
Workforce Transition Section
Michigan Department of Labor & Economic Growth
Victor Office Center - 5th Floor
201 North Washington Square
Lansing, Michigan 48913
Fax No. (517) 373-4648

RECEIVED

SEP 17 2007

From: Hillsdale Automotive, LLC, an EaglePicher Company

**RAPID RESPONSE
WORKFORCE PROGRAMS**

Date: September 13, 2007

Pursuant to the Worker Adjustment and Retraining Notification Act, we are informing you that commencing on November 14, 2007 (or on a date within the 13-day period immediately following November 14, 2007), on December 18, 2007 (or on a date within the 13-day period immediately following December 18, 2007), on December 24, 2007 (or on a date within the 13-day period immediately following December 24, 2007), and on December 31, 2007 (or on a date within the 13-day period immediately following December 31, 2007), Hillsdale Automotive, LLC, an EaglePicher Company (the "Company") will indefinitely layoff certain employees at its Jonesville, Michigan Plant located at 651 Beck Street, Jonesville, Michigan 49250 (the "Jonesville Plant").

The entire Jonesville Plant will be closed as part of this action. This action is permanent in nature.

With respect to the indefinite layoffs which will occur on November 14, 2007 (or on a date within the 13-day period immediately following November 14, 2007), the job titles of the positions affected and the number of workers who currently hold affected jobs in each job classification are as shown in Exhibit "A" which is attached to and made a part of this notice.

With respect to the indefinite layoffs which will occur on December 18, 2007 (or on a date within the 13-day period immediately following December 18, 2007), the job titles of the positions affected and the number of workers who currently hold affected jobs in each job classification are as shown in Exhibit "B" which is attached to and made a part of this notice.

With respect to the indefinite layoffs which will occur on on December 24, 2007 (or on a date within the 13-day period immediately following December 24, 2007), the job titles of the positions affected and the number of workers who currently hold affected jobs in each job classification are as shown in Exhibit "C" which is attached to and made a part of this notice.

With respect to the indefinite layoffs which will occur on on December 31, 2007 (or on a date within the 13-day period immediately following December 31, 2007), the job titles of the positions affected and the number of workers who currently hold affected jobs in each job classification are as shown in Exhibit "D" which is attached to and made a part of this notice.

Bumping rights exist for union-represented employees in accordance with the applicable provisions of the collective bargaining agreement. Due to the exercise of bumping

rights by certain more senior employees, it is expected that some workers at the Company's Rubber Plant (located at 215 Industrial Drive, Hillsdale, Michigan 49242) will be bumped by the more senior employees. The attached list (Exhibit "E"), which is made a part of this notice, is a listing of the number of workers at the Company's Rubber Plant, shown by job titles, who have low seniority and may be bumped due to the exercise of bumping rights by more senior workers.

The names and addresses of the union representatives of affected union employees are as follows:

Mr. Gary Klein
International Representative
UAW
1002 East South Street
Jackson, Michigan 49203

Mr. Ron Gettelfinger
President
UAW
1002 East South Street
Jackson, Michigan 49203

Mr. Eugene Nichols
President – UAW Local 2416
651 Beck Street
Jonesville, Michigan 49250

Bumping rights do not exist for the affected non-union employees.

For further information regarding this action, please contact Bruce Clements at 231-933-1361.

EXHIBIT A

Layoffs Effective November 14, 2007

(or on a date within the 13-day period immediately following November 14, 2007)

Bargaining Unit Employees

Job Title

Number of Employees

Production Operator	15
Ind. Maint. Mech.	2

Total affected Bargaining Unit employees (17)

EXHIBIT B

Layoffs Effective December 18, 2007

(or on a date within the 13-day period immediately following December 18, 2007)

Bargaining Unit Employees

Job Title

Number of Employees

Production Operator	43
Janitor	1

Total affected Bargaining Unit employees (44)

EXHIBIT C

Layoffs Effective December 24, 2007

(or on a date within the 13-day period immediately following December 24, 2007)

Job Title

Number of Employees

Production Operator	14
Leaders	2
Janitor	1
Lift Truck	1
Gage Tech.	1
Tool Crib	1

Total affected Bargaining Unit employees (20)

EXHIBIT D

Layoffs Effective December 31, 2007

(or on a date within the 13-day period immediately following December 31, 2007)

Job Title

Number of Employees

Production Operator	16
Leaders	1
Lift Truck	1
Gage Tech.	1
Tool Crib	1
Ind. Maint. Mech.	3
Auditor	1
Shipping & Receiving	2
Building & Grounds Tech.	1
Tool Room	1
Production Supervisor	1
Mg. Engineer	1
Buyer	1
Maintenance Supervisor	1

Total affected Bargaining Unit employees (28)

Total affected non-Bargaining Unit employees (4)

NOTICE

To: Mr. Gary Klein
International Representative
UAW
1002 East South Street
Jackson, Michigan 49203

From: Hillsdale Automotive, LLC, an EaglePicher Company

Date: November 21, 2007

On September 13, 2007 we advised that pursuant to the Worker Adjustment and Retraining Notification Act, that commencing on November 14, 2007, and subsequently on December 18, 2007, on December 24, 2007, and on December 31, 2007, Hillsdale Automotive, LLC, an EaglePicher Company (the "Company") would begin to indefinitely layoff certain employees at its Jonesville, Michigan Plant located at 651 Beck Street, Jonesville, Michigan 49250 (the "Jonesville Plant").

With respect to the indefinite layoffs which were to occur on November 14, 2007 (or on a date within the 13-day period immediately following November 14, 2007), the job titles of the positions affected and the names of union-represented workers who currently held affected jobs in each job classification were as shown in Exhibit "A", we have found it necessary to delay approximately half of the 17 anticipated layoffs until December 10, 2007 (or on a date within the 13-day period immediately following December 10, 2007).

With respect to the indefinite layoffs which were to occur on December 18, 2007 (or on a date within the 13-day period immediately following December 18, 2007), the job titles of the positions affected and the names of union-represented workers who currently held affected jobs in each job classification were as shown in Exhibit "B", we have found it necessary to advance the 49 anticipated layoffs to December 10, 2007 (or on a date within the 13-day period immediately following December 10, 2007) and December 3, 2007 (or on a date within the 13-day period immediately following December 3, 2007).

For further information regarding this action, please contact Bruce Clements at 231-933-1361.

cc Mr. Ron Guttelfinger, UAW President
Mr. Eugene Nichols, President UAW Local 2416
Deborah Hennessey, Manager, Workforce Transition Section, Michigan Department of Labor & Economic Growth
Mr. Robert Snow, Interim City Manager

rights by certain more senior employees, it is expected that some workers at the Company's Rubber Plant (located at 215 Industrial Drive, Hillsdale, Michigan 49242) will be bumped by the more senior employees. The attached list (Exhibit "E"), which is made a part of this notice, is a listing of the number of workers at the Company's Rubber Plant, shown by job titles, who have low seniority and may be bumped due to the exercise of bumping rights by more senior workers.

The names and addresses of the union representatives of affected union employees are as follows:

Mr. Gary Klein ← 517-789-9900
International Representative
UAW
1002 East South Street
Jackson, Michigan 49203

Mr. Ron Gettelfinger
President
UAW
1002 East South Street
Jackson, Michigan 49203

Mr. Eugene Nichols
President - UAW Local 2416
651 Beck Street
Jonesville, Michigan 49250

Bumping rights do not exist for the affected non-union employees.

For further information regarding this action, please contact Bruce Clements at 231-933-1361.

Traverse City

EXHIBIT A

Layoffs Effective November 14, 2007

(or on a date within the 13-day period immediately following November 14, 2007)

Bargaining Unit Employees

Job Title

Number of Employees

Production Operator	15
Ind. Maint. Mech.	2

Total affected Bargaining Unit employees (17)

EXHIBIT B

Layoffs Effective December 18, 2007

(or on a date within the 13-day period immediately following December 18, 2007)

Bargaining Unit Employees

Job Title

Number of Employees

Production Operator	43
Janitor	1

Total affected Bargaining Unit employees (44)

EXHIBIT C

Layoffs Effective December 24, 2007

(or on a date within the 13-day period immediately following December 24, 2007)

Job Title **Number of Employees**

Production Operator	14	
Leaders	2	
Janitor	1	
Lift Truck	1	
Gage Tech.	1	
Tool Crib	1	

Total affected Bargaining Unit employees (20)

EXHIBIT D

Layoffs Effective December 31, 2007

(or on a date within the 13-day period immediately following December 31, 2007)

Job Title **Number of Employees**

Production Operator	16	
Leaders	1	
Lift Truck	1	
Gage Tech.	1	
Tool Crib	1	
Ind. Maint. Mech.	3	
Auditor	1	
Shipping & Receiving	2	
Building & Grounds Tech.	1	
Tool Room	1	
Production Supervisor	1	
Mg. Engineer	1	
Buyer	1	
Maintenance Supervisor	1	

Total affected Bargaining Unit employees (28)

Total affected non-Bargaining Unit employees (4)

EXHIBIT E

Rubber Plant Employees who may be affected by these layoffs

<u>Current Incumbent</u>	<u>Job Classification</u>
Richard Dix	Leader
Edward Stuchell	Production Operator
Richard Bauerly	Leader
Stephen Barr	Production Operator
Phillip Potter	Production Operator
Charles Crawford	Production Operator
Daniel Girdham	Leader
Larry Lehman	Production Operator
Ronald Woodard	Production Operator
Robert Youngs	Production Operator
Timothy Roberts	Production Operator
David Daws	Production Operator
Carl McLain	Production Operator
Total Rubber Plant Employees who may be affected (13)	