



SUMMIT POLYMERS, INC.

Molded & Decorated Plastic Systems

January 8, 2009

WARN NOTIFICATION

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

canforac@michigan.gov
(517) 373-6234

RECEIVED

JAN 08 2009

Dear Ms. Canfora:

RAPID RESPONSE
WORKFORCE PROGRAMS

Recent changes in the economy have resulted in dramatic reduction in the production of North American cars and trucks. Many of our customers have severely reduced their production outputs. This has resulted in a dramatic reduction in the overall business volume of Summit Polymers, Inc. As a result, we have excess capacity that must be reduced to allow Summit to survive.

Regrettably, Summit Polymers, Inc.'s Valley Plant located at 3140 East Kilgore Rd., Portage, MI will be closing permanently at some point between March 9, 2009 and March 23, 2009. Our customers regularly adjust their production schedules, which might result in a slight change in the timing of plant closure. We expect the first permanent terminations resulting from the closure to take place on March 9, 2009.

The entire plant will close, which will affect approximately 33 salary employees and 182 hourly employees. Employees do not have "bumping" rights at other Summit Polymers, Inc. locations.

The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local 2228, represents the hourly workers.

UAW International Representative
Mr. Randy Sherfield
15802 Hoffman Road
Three Rivers, MI 49093
(269) 279-9776

Local Union President (elected)
Mr. George Elliot
1404 Bank Street
Kalamazoo, MI 49001
(269) 615-4100.

It is our most sincere desire to do everything we can to help employees affected by this decision. I anticipate you will arrange for meetings to discuss State assistance with the workers. We will be filing an application for Federal Trade Adjustment Assistance for this facility.

The affected job classifications and number in each are:

**HOURLY JOB
CLASSIFICATIONS**

Operator	101
Hand Painter	1
Mold Tech I	7
Mold Tech II	5
Paint Tech I	2
Utility	40
Maintenance Helper	1
Machine Repair	5
Material Handler	9
Mold Maker	3
Tool Cleaner	1
Quality Inspector	6
Janitor	1
	<hr/>
	182

**SALARY JOB
CLASSIFICATIONS**

Fin Coordinator	2
HR Coordinator	2
HR Manager	1
Main Manager	1
Matl Coordinator	3
Matl Manager	1
Matl Supervisor	2
Mfg Dept Manager	2
Mfg Engineer	5
Mfg Manager	2
Mfg Supervisor	7
Qual Engineer	3
Qual Manager	1
Qual Supervisor	1
	<hr/>
	33

We are in the process of developing plans to transition the remaining work to other Summit Polymers, Inc. facilities. I am the contact person if you need further information. My cell phone number is (269) 501-1493. You may also contact the Plant HR Manager, Pamela Mayer, at (269) 381-5536, ext. 2224 to schedule meetings.

SUMMIT POLYMERS, INC.

Gregory R. Goodman
Vice President, Human Resources
269-324-9330, ext 102
ggoodman@summitpolymers.com