



7903 Venture Ave.
Sparta, Michigan 49345-9427
(616) 887-0002
(616) 887-2693 FAX

From: Juli Bowerman
Human Resource Manager
Speedrack Products Group Ltd
42 Cole Street
Quincy MI 49082

To Whom It May Concern:

Speedrack Products Group Ltd located at 42 Cole Street, Quincy, MI 49082 has given their employees, the Millwright's Local 1102 (bargaining unit), the local elected officials Karen Hargreave - Quincy Mayor, and Eric Zuzga - Village Manager a copy of the WARN Act notice. Please see the following attachment. This was completed on 11/11/08. This document was given to the employees and required government officials due to an unforeseeable slow down in business due to fluctuating steel prices. This is not notification of an impending plant closure nor is the lay off considered to be permanent at this time. Please feel free to contact me if you require any further assistance on this notification. I may be reached at 517-639-3674, ext 401, or by fax at 517-639-5573.

Respectfully submitted,

A handwritten signature in cursive script that reads 'Juli Bowerman'.

Juli Bowerman
Human Resource Manager
Speedrack Products Group Ltd
42 Cole Street
Quincy MI 49082
Ph: 517-639-3674, ext 401
Fx: 517-639-5573
e-mail: jbowerman@speedrack.net

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RAPID RESPONSE
WORKFORCE PROGRAMS



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November 7, 2008

WARN Act Notice for Speedrack Products Group, Ltd. - Quincy, MI.

Dear Speedrack Employee:

The Federal Law known as the WARN Act, (Worker Adjustment and Retraining Notification Act), requires that when an employer has more than 100 employees and is laying off at least 50 employees at a single site of employment which could last 6 months or more the employer must give its employees what is called a WARN Act Notice.

As you know, we have laid off 45 employees from our Quincy location starting 10/27/08. Depending upon business conditions in the near future we may need to lay off additional workers within the next 60 days. Additional lay offs will put us either near or over the 50 employee number, making us subject to the provisions of the WARN Act, thus the purpose of this notice.

While we are doing everything we can to avoid additional lay offs and certainly hope they won't be necessary, we are however, governed by the Federal requirements of the WARN Act and therefore must put all employees on notice of the possibility of additional lay offs in the future.

Please direct any questions to:

Juli Bowerman, Human Resources Manager
Speedrack Products Group, Ltd.
42 Cole St.
Quincy, MI. 49082
517-639-3674

Sincerely,

Eric Quist