



February 4, 2009

To: Creative Extruded Employees  
From: Timothy K. Mach  
Subject: WARN Notification

#### Legal Notification

The intent of this letter is for Creative Extruded Products Inc. to comply with the Worker Adjustment Retraining and Notification (WARN) Act. This is a second notice. Conditions have not improved since our first notice on December 10, 2008. There is still a great deal of uncertainty in the Automotive Industry.

Creative Extruded Products Inc. manufactures product for the automotive industry. As you have no doubt seen on the news, the automotive industry is undergoing a severe correction in its current demand. The correction is trickling down and impacting our customer demand. At this point, we are optimistic that the change in demand will be short-term. However, demand for January 2009 is very light. Unfortunately, much of this is out of our control.

With this letter, Creative Extruded Products Inc. is providing conditional notice to our union, to our employees, and to our state and local governments that our business will very likely see a significant scope reduction should the decreased demand for January 2009 continue for an extended period and/or in the event that General Motors closes and/ or idles facilities that ultimately receive our product. To be specific, a closure or idle at the below the facilities would impact Creative Extruded Products:

|                 |                        |                 |
|-----------------|------------------------|-----------------|
| Lordstown, OH   | Orion, MI              | Fairfax, KS     |
| Oshawa, Ontario | Lansing, MI Delta Twp. | Spring Hill, TN |
| Lansing, MI     |                        |                 |

Should one or more of these GM Facilities be closed and or idled, Creative Extruded Products will be forced to alter its staffing within 60 days of the closing and or idling. The scope of General Motors actions will determine the magnitude of the staffing level change. Mass layoffs (more than 1/3 of our workforce for a period exceeding six months) and/or a plant closure are possible. While Creative Extruded Products will strive to minimize job loss, the company wants to provide you with as much notice as possible under the circumstances of the potential future reduction in staffing. As details become more concrete, we will provide additional information and notices.

Sincerely,

Timothy K. Mach  
Vice President of Operations  
Creative Extruded Products, Inc.

CC: Gary Lucas, Staff Representative, USW District 1  
Mayor Timothy Evans  
Ohio Department of Job & Family Services

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